

The Republic of Turkey
PRIME MINISTRY
GENERAL DIRECTORATE ON THE STATUS OF WOMEN

POLICY DOCUMENT
WOMEN in POWER AND DECISION-MAKING

2008, ANKARA

This policy document analyses the situation in Turkey of women compared to men in the area of power and decision making. It has been prepared by KSGM together with six other policy documents. The policy documents cover the areas of education, economy, poverty, power and decision making, health, media and environment. These seven policy documents have been used as input for the National Action Plan Gender Equality 2008-2013.

All seven policy documents include the following paragraphs: an introduction in which the significance of the role of women in the area is stated; an overview of the past and present legal framework with regard to gender equality in the relevant area; an extensive analysis of the current situation of women compared to men based on relevant national and local statistics; a listing of the obstacles in this area for reaching gender equality; an overview of relevant government policies; and a listing of objectives and strategies for action to be implemented between 2008 and 2013.

The content of the policy documents is the result of an exchange with relevant stakeholders. First a mapping exercise was performed between March and June 2007 with the aim of identifying relevant stakeholders, their roles and responsibilities and assessing the issues that needed to be addressed in the National Action Plan Gender Equality 2008-2013. Following this activity, the draft policy documents were prepared for each area and discussed in working group meetings with relevant stakeholders. In the first meeting held in October 2007 participants had the opportunity to state their views on a draft text that presented a general summary of the current status of women in the area, the legal framework, existing government policies, and other activities carried out to improve the status of women. In a second meeting in February 2008 the same groups discussed a first draft of the objectives and strategies to be implemented. The comments of the participants have been taken into account when finalising the documents.

The indicators and statistics presented in the policy documents will be used as benchmarks for monitoring the progress in gender equality. The relevant statistics will be updated every two years and will be published on the website of KSGM: www.ksgm.gov.tr

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EU Twinning Project: Promoting Gender Equality

Component 4

POLICY DOCUMENT

WOMEN IN POWER AND DECISION-MAKING MECHANISMS

1. INTRODUCTION

Existence of means for men and women to benefit equally from opportunities existing in the society constitutes the basis of gender equality. Participation of women in political decision-making mechanisms is one of the most important elements of democracy. However, even in the current century, when democracy acquires a more social content, differences and diversity are emphasised more it is hard to claim that gender equality has been achieved in decision-making mechanisms. Yet the presence of women in political mechanisms is a vital necessity. Thus, any measure designed for more representation of women would not be in contradiction with the theory of democracy, but would rather indicate that it is politically important that men and women are represented at an equal level and the necessity that democracies recognise groups and the differences between them.

The inadequate representation of women in political decision-making mechanisms does not only make it impossible for democracy to operate in a way appropriate to its meaning, but also brings up the problem of gender inequality regarding “participation in management”, which is a human right. Besides, equal participation of women in decision-making processes is not only a demand for justice and democracy, but a necessary condition for improving the status of women. It is obvious that the objectives of development and modernity cannot be achieved without ensuring the active participation of women at all levels of management, and without securing the mainstreaming of the gender equality perspective in decision-making processes. How social opportunities will be distributed across different social sections is determined by decision-making bodies, such as the parliament, government, policy-making and other public bodies. Therefore, the starting point of efforts aimed at ensuring equality between men and women is taking steps to ensure the equal participation of women in power and decision-making processes. Achieving this is also important for the democratic representation and for the democratic process.

Steps taken towards achieving equality between women and men in power and decision-making processes will also pave the way for the formulation of more effective solutions for the problems and needs of women.

Over the past 20 years international conventions and national policies to ensure a more adequate representation of women in decision-making mechanisms have been implemented in various parts of the world, using concepts such as “equality between sexes” and “positive discrimination”.

The term positive discrimination appeared for the first time on the international agenda in the 1970s. It aims to diminish existing inequalities in the social, political and economic areas, recognising that these areas are usually dominated by men, and that women’s failure to fully participate, also in employment, is a significant loss in terms of both productivity and purchasing power. For example, policies to establish equal educational opportunities were implemented by giving specific education grants to girls. Some political arrangements were made for equal participation of women in politics, and a debate arose to include special provisions into elections laws to encourage the political participation of women. The issue came especially to the forefront in 1975 by pointing out the necessity of quotas.

In short, to reach equal social results political actions are required taking special measures favouring disadvantaged groups (positive discrimination). Providing a solution for those problems, which can not be solved under the non-discrimination principle, these policies aim at taking measures in favour of disadvantaged groups until equality is secured in social life, that is equality is reached in the results.

The following sections first present the legal framework and analyse the inadequate representation of women in politics and decision-making mechanisms in Turkey, defining the current situation of women in parliament, local administrations, public bodies and institutions, and the private sector. The assessment of the current situation is followed by an overview of previous and existing policies, followed by section on objectives and strategies for action.

2. LEGAL FRAMEWORK

The Law on the Appropriateness of Becoming a Party to the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was ratified by the Cabinet Decision No. 85/9722 dated 24 July 1985 and came into effect on 19 January 1986 by its publication in the Official Gazette No. 18898 dated 14 October 1985.

Titled “Special Measures Taken Temporarily”, Article 4 of the CEDAW contains the following:

“1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved and

Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.”

Titled “Right to Vote, Eligibility for Election and Participation”, Article 7 of CEDAW contains the following:

“States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

- a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;
- b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;
- c) To participate in non-governmental organisations and associations concerned with the public and political life of the country.”

On 7 May 2004 the following provision was included in Article 90 of the Constitution of the Republic of Turkey: “In the case of a conflict between international agreements in the area of fundamental rights and freedoms duly put into effect and domestic laws, due to differences in provisions on the same matter, the provisions of international agreements shall prevail.”

As laid down in Articles 67, 68, and 70 of the Constitution, all Turkish citizens are titled to the rights to “vote and to be elected” in local and parliamentary elections, to “form political parties”, to “join and withdraw from political parties in accordance with the established procedure”, to “take part in referenda”, and to “enter public service”. Articles 25, 26, 28, 29, 33, and 34 of the Constitution lay down the following rights: “freedom of thought and opinion”, “freedom of expression and dissemination of thought”, “freedom of the press”, and “rights and freedoms of assembly”.

The ban prohibiting “political parties from forming women’s branches” was lifted by Law No. 4121 dated 23 July 1995.

There are no provisions discriminating on the basis of sex with regard to political rights in Turkish legislation. Article 83 of the Political Parties Law No. 2820 states that “political parties shall not pursue any goal contradicting with the principle that everyone is equal without any discrimination before the law, irrespective of language, race, colour, sex, political opinion, philosophical belief, religion and sect, or any such considerations”; preventing political party activities on the basis of discrimination including gender discrimination.

The provision “Men and women have equal rights. The State shall have the obligation to ensure that this equality exists in practice” was included as the second paragraph in Article 10 of the Constitution through Article 1 of the Law on the Amendment of Certain Articles of the Constitution No. 5170, which came into effect by its publication in the Official Gazette No. 25469 on 21 May 2004.

3. CURRENT SITUATION

Analysis of the Inadequate Representation of Women in Politics and Decision-Making Mechanisms

That legal equality does not ensure equality in practice can be seen in the political landscape very concretely. In the participation of women in power and decision-making processes the educational level of women, their economic status and their responsibilities within the family are determinants. That politics is socially accepted as a men-dominant realm is a constraint to the participation of women in this field.

In Turkey, the low level of education is an important factor having an adverse effect on women's political participation, as it does in many other fields. The significance of a gender-sensitive education becomes even more evident when taking into account that equality between the sexes cannot be achieved only through women becoming aware and more equal, but through all children, men, families and society as a whole being on the side of women.

The inadequacy of support mechanisms in relation to care for children, the elderly and the disabled increases the domestic responsibilities of women and this constitutes one of the obstacles for active participation of women in political life.

Another reason for the inadequate representation of women in politics and decision-making mechanisms is the structural and cultural elements concerning the political system and parties. It is expressed by certain non-governmental organisations (NGOs) that the women's branches of political parties, which are viewed as a channel to enhance women's participation in political life, are organised not as units effective in decision-making processes, but as secondary units with low political yield. They do not have much voice and power of decision at the "main level" decision-making bodies of the parties. Within this framework, the existing understanding of politics, leader-dominated party structuring, candidacy processes, the operation and organisation of political life, women's failure to organise to be a strong pressure group in political parties cause women's political roles and participation to remain limited to electorship to a great extent.

Some political parties demand a lower fee from women, taking a step -even if it only on a small scale- to remove one of the barriers to women's participation in political life. This method is an element that increases the number of female candidates for a nomination for Member of Parliament (MP) in these parties.

In the following chart the fees are presented that certain political parties demanded from their male and female candidates in the candidacy process for the parliamentary elections of 2007.

Table 1 Candidacy Fees for Men and Women in the Parliamentary Elections

Political Party	Fees for Male Candidates (TRY)	Fees for Female Candidates (TRY)	Number of female candidates for nomination
The Justice and Development Party (AKP)	2000	2000	454
Motherland Party (ANAP)	500	0	697
The Republican People's Party (CHP)	3000	3000	246
The Democratic Party (DP)	2000	500	458
Labour Party (EMEP)	0	0	
Young Party (GP)	1000	100	980
People's Ascent Party (HYP)	1000	1000	
Workers' Party (IP)	0	0	
The Nationalist Movement Party (MHP)	500	500	251

Source: UNDP, Project on Women's Participation in Politics 2007

WOMEN IN ELECTED BODIES

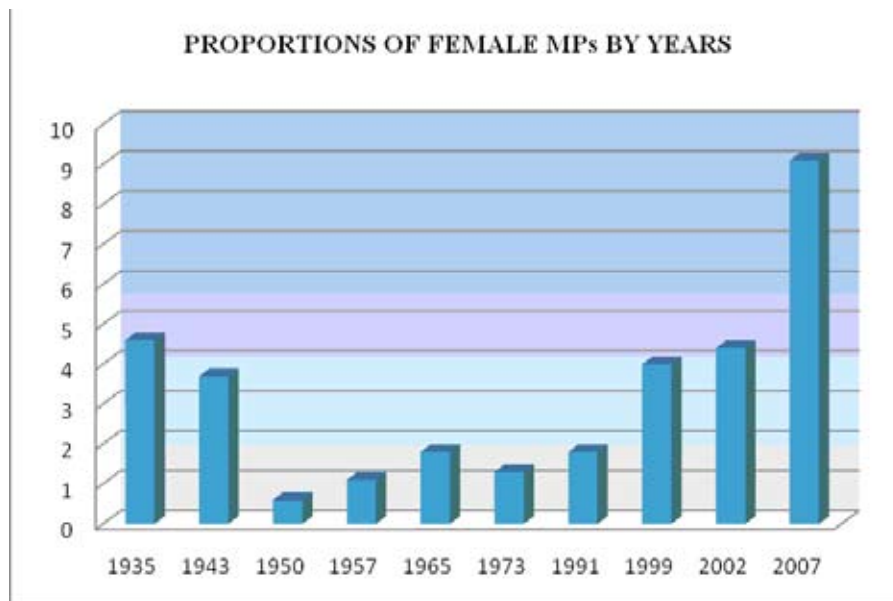
Representation of Women in Parliament

Turkish women, who obtained the right to vote and to be elected in local elections in 1930 and parliamentary elections in 1934 (earlier than many countries in the world), have not reached a high level of participation so far. According to the results of the General Elections of 2007, 50 out of 550 deputies in the Grand National Assembly of Turkey (TBMM) are female, which corresponds to a proportion of 9.1 per cent. The proportions of female MPs in Parliament for the different election years are shown in table 2.

Table 2 Proportions of Female MPs in Parliament

ELECTION YEAR	NUMBER OF MPs IN THE PARLIAMENT	NUMBER OF FEMALE MPs	SHARE IN THE TOTAL (%)
1935	395	18	4.6
1943	435	16	3.7
1950	487	3	0.6
1957	610	7	1.1
1965	450	8	1.8
1973	450	6	1.3
1991	450	8	1.8
1999	550	22	4.0
2002	550	24	4.4
2007	550	50	9.1

Source: KSGM, Report on the Status of Women in Turkey, 2007



Source: KSGM, Report on the Status of Women in Turkey, 2007

It is evident from the figures that the campaigns on participation in political life and representation held by certain NGOs in the general elections of 2007 raised awareness and as a result of this, women were represented in the TBMM with a proportion of 9.1 per cent, the highest rate achieved in the history of the Republic. However, the desired level has not been achieved yet.

Data concerning the female candidates in some of the political parties in the 2002 and 2007 elections is given in table 3.

Table 3 Number and Rate of Female Candidates on the List of Political Parties

Name of Political Party	Total Number of Female Candidates	Total Rate of Female Candidates %	Number of Women in the First Three Ranks		Rate of Women in the First Three Ranks %	Number of Women in the First Rank		Number of Women in the Second Rank		Number of Women in the Third Rank		Total Number of Female Candidates
			2002	2007		2002	2007	2002	2007	2002	2007	
AKP	62	11.27	1	12	5.15	0	0	1	6	0	6	454
CHP	55	10.00	7	13	5.58	1	4	3	5	3	4	246
ANAP	88	16.00	16	25	10.73	2	6	4	13	10	6	697
DP	55	10.00	12	8	3.43	4	2	4	0	4	6	458
MHP*	41	7.45	2	5	2.15	1	1	0	0	1	4	251
GP	119	21.64	29	30	12.88	4	8	11	10	14	12	980

Source: <http://www.ka-der.org.tr>

*In the table used as the source the number of female candidates from MHP is given as 35, however, it was corrected by the representative of the political party in the working group.

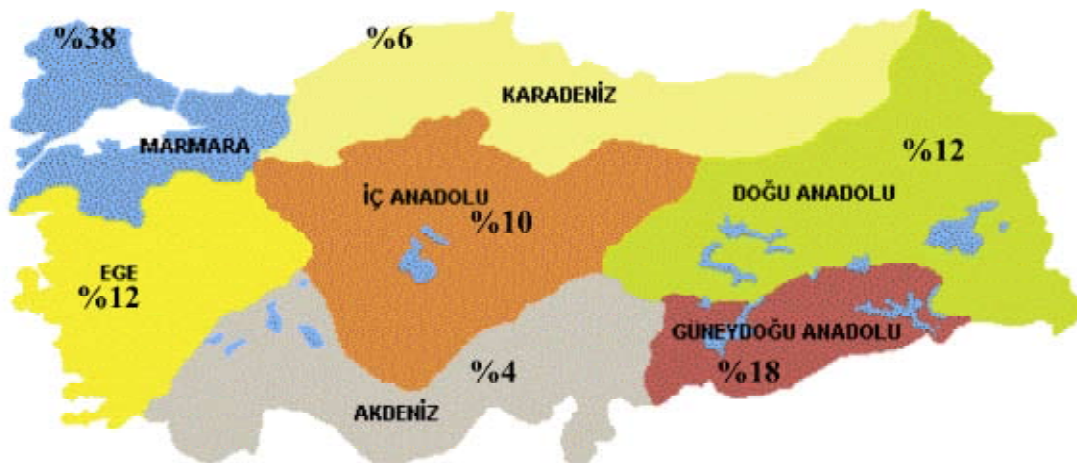
Compared to 2002 there is a clear increase in the relative number of female candidates on the list of political parties. However, the rate of female candidates nominated by political parties is still below 20 per cent and these women generally find themselves on the lower ranks of the lists. As a result the majority of nominated female candidates cannot be elected to the parliament.

In Annex 1 a table is shown with the breakdown of the 50 female MPs who entered the TBMM after the 2007 selection by party and province. There are 30 female MPs from AKP, 9 from CHP, 2 from MHP, 1 from the Democratic Left Party (DSP), and 8 from DTP.

When an evaluation is made based on the number of seats the parties hold in the Parliament, it is found that 30 out of the 340 MPs of the AKP are female, 9 out of the 98 MPs of the CHP are female, 2 out of the 70 MPs of the MHP are female, 1 out of the 13 MPs of the DSP is female and 8 out of the 20 MPs of the DTP are female. Based on this data it can be said that the highest female representation is in the DTP, while the lowest is in the MHP.

The breakdown of the female MPs by regions is as follows: 19 MPs in the Marmara Region, 9 in the South eastern Anatolian Region, 6 in the Eastern Anatolian Region, 6 in the Aegean Region, 5 in the Central Anatolian Region, 3 in the Black Sea Region, and 2 in the Mediterranean Region.

Figure 2 Rate of the Female MPs by Regions



The Marmara Region ranks first with 38 per cent in terms of the proportion of female MPs. The most important reason for this is that of the 50 female MPs, 16 are Istanbul MPs, the city which has the biggest population in Turkey.

The inadequate representation of women in politics is a global phenomenon, which has persisted from the past to the present day. In Annex 2 a table is presented showing the rates of women's participation in parliament for various countries based on United Nations sources.

In almost all European countries the women's participation in parliament is higher than in Turkey. The highest participation rates are in the Scandinavian countries (Sweden, Norway, Finland and Denmark). In the Balkan countries (located in the vicinity of Turkey), the political participation of women is 22 per cent in Bulgaria, 14 per cent in Bosnia Herzegovina, and 13 per cent in Greece (2007 data). However, when the Middle East countries are considered, the percentages are lower with 12 per cent in Syria and 4 per cent in Iran. When the participation figures in Turkey are evaluated in this framework, it can be said that Turkey reached a political participation of women, which is still rather low (9 per cent in the elections of July 2007), since it only above Iran.

One of the strategies frequently implemented to increase the representation rates of women in politics is to force political parties to nominate a certain percentage of female candidates with appropriate qualifications by introduction of quota. This strategy is implemented either through adopting constitutional quota, by quota arrangements in the electoral law or through (voluntary) political party quotas. In Turkey there are supportive and opposing views on a quota practice, aimed at increasing the political participation of women. Some of these views are as follows¹ :

Opposing Views

- Quota would introduce a practice that would work against equal opportunities for everyone.
- It is not democratic, because the electors can not decide who will be elected.
- Sex is not important in politics. What really matters is the individual qualities of the person elected.
- The people, who are elected do not represent the interests of a certain group, but those of the country.
- A quota practice only for women is not acceptable. Then quotas must be exercised for different groups as well, which is not possible.
- Applying quotas on candidate lists restricts the elector's freedom of electing the candidate s/he wants.
- Even if the proportion of women coming from different parties exceeds the minimum threshold in the parliament, it is not possible for them to act jointly.

Supportive Views

- Applying quotas is not a practice that is against equal opportunities; on the contrary, it means taking special measures to ensure equal opportunities. Quotas aim at bringing women to an equal point with men, to enable women to benefit from equal opportunities as much as men do.
- A quota would enable a small number of women among the elected to share their responsibility with more women.
- Women should have the right to equal representation as citizens.
- The experiences of women are necessary for political life.
- Elections are not a matter of educational qualities but a matter of representation.
- Women are as well-equipped as men; however, their qualities are not given sufficient attention as they are socially viewed to have secondary roles.
- Parties nominate the candidates and electors determine who will be elected by their votes. In the face of this fact, a quota would not restrict the freedom of the elector.

¹ SAYIN, Aysun, Kota El Kitabı "Geçici Özel Önlem Politikası:Kota" Ka-der yayınları, Ankara, Ağustos, 2007.

Representation of Women at the Local Level

Local administrations play a key role in the development of democracy as well as the participation of women in decision-making mechanisms. Women can influence the decisions made at a local level to ensure that these decisions are more gender-sensitive.

However, the representation of women in local administrations, which can be regarded as the first step of their participation in political life, is also limited in Turkey. The current situation of women in local administrations according to the elections of March 2004 is as follows:

Table 4 Women in Local Administrations

	WOMEN	TOTAL	SHARE IN THE TOTAL (%)
2004			
Mayors	18	3225	0.6
Members of Municipal Boards	817	34477	2.3
Members of Provincial Assemblies	57	3208	1.8
1999			
Mayors	18	3215	0.6
Members of Municipal Boards	541	34084	1.6
Members of Provincial Assemblies	44	3122	1.4

Source: General Directorate of Local Administrations, 2007

As table 4 shows, the number of female members of Municipal Boards increased approximately by 51 per cent in the elections of 2004 comparing with the 1999 elections.

While the number of female mayors remained unchanged, the number of female members of Provincial Assemblies rose by 29 per cent. However, when considered in general, it is observed that the representation of women in local administrations is very low. The fact that women have such low representation in local administrations, which can be regarded as the first step of democracy and political life, is a serious issue which needs to be dealt with painstakingly.

Only one out of the 18 female mayors elected in 2004 is a provincial mayor, the others have been elected in municipalities at the level of districts and towns. In Annex 3 a table is shown with the breakdown for these mayors by province and political party.

It is seen that participation at a local level is lower when compared to the national level. As is the case at the national level, the candidates are nominated by the top management of parties, and those possessing the required political resources and means such as money, time, strong public relations networks, education, and experience are nominated and elected with priority also at the local level. It is obvious that women are disadvantaged in the areas related to these factors.

There is no data available concerning the proportion of women in headman's posts and boards of elders, which is the first step of women's participation in politics. This situation highlights the need for the production of sex disaggregated data on this issue. (According to the information obtained from unofficial sources, the total number of headmen (muhtars) in Turkey is 52,929. However, the proportion of women in this figure is unknown.)

4. THE SITUATION OF WOMEN IN LEADERSHIP POSITIONS IN PUBLIC ADMINISTRATION

Management is an activity that requires the joint contributions and cooperation of all individuals. Women's promotion to leadership positions in public administrations is quite important for gender mainstreaming. That women's knowledge, skills and sensitivities are not properly reflected at managerial levels hinders reaching sustainable development in all fields of life. Women should be preferred for a promotion to a management position, when having the same qualities, is one of the key factors for the development of women. The following is the situation of the women in leadership positions in the public sector by certain groups.

The Situation of Women in Senior Decision-making Positions in Bureaucracy

Table 5 The Situation of Women in Bureaucracy

TITLE	WOMEN	TOTAL	SHARE IN THE TOTAL (%)
Under secretary	0	19	0
Assistant Under secretary	2	79	2.5
Governor	0	155	0
Deputy Governor *	5	408	1.2
Director General	7	177	3.9
Deputy Director General	34	514	6.6
Sub-total	48	1352	3.6
President	9	131	6.8
Vice President	5	57	8.7
Secretary General	3	10	30
Assistant Secretary General	2	8	25
Head of Department	280	1,979	14.1
Assistant Head of Department	24	318	7.5
Regional Director	11	422	2.6
Sub-governor *	16	857	1.8
Manager	1,737	10,839	16
Deputy Manager	2,118	7,731	27.3
TOTAL	4,253	23,704	17.9

Source: State Personnel Administration, 2007.

* The number concerning deputy governor and sub-governor are taken from the Ministry of Interior.

When the number of women in leadership positions in public administration is compared with the data of the previous National Action Plan (1996), it is observed that there has been an increase in all fields. However, the number of women holding the most senior titles in public administration, such as Under Secretary, Deputy Under Secretary, Governor, Deputy Governor, General Director, Deputy General Director, is rather limited.

The Situation of Female Personnel in Higher Judicial Organs

Table 6 The Situation of Female Personnel in the Presidency of Council of State

TITLE	WOMEN	TOTAL	SHARE IN THE TOTAL (%)
President	1	1	100
Chief Prosecutors	1	1	100
Vice President	1	2	50
Head of Department	2	13	15.3
Member	36	76	47.3
Prosecutor	16	38	42.1
Investigating Judge	94	237	39.6
Temporary Rapporteur of the Constitutional Court	1	3	33.3
TOTAL	152	371	40.9

Source: The Presidency of Council of State, April 2007.

Looking at the table, one understands that women working for the Presidency of the Council of State occupy the seats of Member, Prosecutor and Investigating Judge to a significant proportion. However, inequality still exists. Nonetheless, it should be noted that the senior executive posts are occupied by women.

Table 7 The Situation of Female Personnel in the Supreme Court of Appeals

TITLE	WOMEN	TOTAL	SHARE IN THE TOTAL (%)
President	0	1	0
Chief Public Prosecutor	0	1	0
Vice President	0	2	0
Head of Department	2	34	5.8
Member	41	250	16.4
Investigating Judge	203	448	45.3
Public Prosecutor of the Supreme Court	10	119	8.4
TOTAL	256	855	29.9

Source: The Supreme Court, April 2007.

Table 7 shows that women working for the Supreme Court of Appeals serve mainly in the posts of Investigating Judge, and that they occupy the posts of Member and Public Prosecutor of the Supreme Court in small proportions only.

Table 8 The Situation of Female Personnel in the Court of Accounts

TITLE	WOMEN	TOTAL	SHARE IN THE TOTAL (%)
President	0	1	0
Head of Department	0	8	0
Member	2	39	5.1
Audits	157	663	23.6
TOTAL	159	711	22.3

Source: The Court of Accounts, May 2007.

According to table 8, women working for the Court of Accounts mainly work as Auditors (23.6 per cent); the positions of President, Head of Department, and Member are occupied predominantly by men.

Table 9 The Situation of Female Personnel in the Constitutional Court

TITLE	WOMEN	TOTAL	SHARE IN THE TOTAL (%)
President	0	1	0
Vice President	0	1	0
Members	2	15	13.3
Rapporteurs	5	23	21.7
Managers	5	11	45.4
TOTAL	12	51	23.5

Source: The Constitutional Court, May 2007.

In the Constitutional Court (table 9), women concentrate in managerial posts taking the position of Member, Rapporteur, and Manager.

In addition, 18,947 out of the 57,552 lawyers registered at the Turkish Bar Association are women, i.e. approximately 33 per cent.

The Situation of Female Personnel Working for the Ministry of Foreign Affairs

Table 10 The Situation of Female Personnel Working for the Ministry of Foreign Affairs

TITLE	WOMEN	TOTAL	SHARE IN THE TOTAL (%)
Practitioners	239	945	25.2
Administrative Officers	196	490	40
Technical Communication Personnel	1	133	0.75
Legal Advisors	16	28	57.1
Specialist Advisors	3	14	21.4
Consultants	4	18	22.2
Security Attachés	16	379	4.2
Central Clerks	231	576	40.1
Local Clerks	14	38	36.8
Contracted Personnel	897	2,365	37.9
TOTAL	1,617	4,986	32.4

Source: The Ministry of Foreign Affairs, July 2007.

In the Ministry of Foreign Affairs there are 166 Ambassadors. Out of these 15 are female and Turkey has 7 female Ambassadors on duty abroad. 58 practitioners work abroad with the title of Consul General, 2 of them are female. There are 49 women among the 182 persons that possess diplomatic status in Turkey's Offices of the Permanent Representatives to international organisations.

The Situation of Women in the Academic Staff

Table 11 The Situation of Women in Academic Staff

TITLE	WOMEN	TOTAL	SHARE IN THE TOTAL (%)
Presidents	5	93	5.3
Deans	82	648	12.6
Sub-total	87	741	11.7
Professors	3,464	12,773	27.1
Associate Professors	1,906	6,150	30.9
Assistant Professors	5,252	15,844	33.1
Lecturers	5,536	14,628	37.8
Research Assistants	13,958	30,497	45.7
Instructors	3,750	6,472	57.9
TOTAL	33,953	87,105	38.9

Source: The Higher Education Council (YÖK) 2007.

As is seen in table 11 the involvement of women in the academic staff is quite high, also when compared to other countries. However, the problem is that women concentrate in the positions of research assistant or instructor, and that they do not occupy senior posts such as president or dean at sufficient levels.

Based on all these tables, it can be concluded that the number of women working in top positions in public administration is low.

5. THE SITUATION OF WOMEN IN LEADERSHIP POSITIONS IN THE PRIVATE SECTOR

Notions of strengthening the position of women in society and ensuring that they attain the position they deserve in the economy are directly proportional to their participation in decision-making mechanisms in both the public and private sector.

Some NGOs are actively involved in endeavours to promote female entrepreneurship via the training of female entrepreneurs nationwide, and by providing support to businesswomen newly involved in business life.

According to "The Global Gender Equality 2006 Report", which was submitted to the World Economic Forum 2006, women's opportunities to be promoted to leadership positions in Turkish enterprises are bigger compared to many EU and OECD countries.² Annex 4 presents a table presenting women's opportunities to attain leadership positions in businesses. According to this table, Turkey ranked 57th of 115 in the international ranking, surpassing numerous EU countries.

When a report from the European Commission titled "Women and Men in Decision Making Processes, 2007" is examined, it becomes obvious that the percentage of women in top level decision making positions in the private sector is better than in the public sector. Nevertheless, the number of women in leadership positions in the private sector has not yet reached the desired level.

Trade unions are one of the institutions that examine the problems of female workers, come up with proposals towards eliminating discrimination, encourage the participation of women, and that stimulate equal opportunities. There are no female managers in the Board of Directors of the three workers' confederations (DİSK, TÜRK İŞ and HAK İŞ) and of Kamu-Sen and Memur Sen. There are only two female members in the Board of Directors at KESK Headquarters. According to data from the Ministry of Labour and Social Security, only five of the chairs of the 91 trade unions, operating in 28 branches, are women. The representation of women is only at a symbolic level in the Board of Directors of trade unions. Of the 481 members of the Board of Directors, only 32 are women. Trade unions of public servants are in a relatively better situation. In this field, 5 of the chairpersons of the 51 trade unions are women and 26 of the 325 centre managers are women.

² Türkiye İşveren Sendikaları Konfederasyonu, "OECD Ülkelerinde Kadınlar ve Erkekler" Ankara, 2008.

6. PREVIOUS AND CURRENT POLICIES, PROGRAMMES AND PROJECTS

In the National Action Plan, drawn up by the General Directorate on the Status of Women (KSGM) in 1996 with the participation of the parties concerned, three objectives were specified in the section titled “Women in Power and Decision-Making Mechanisms”.

The first one of these objectives was the enactment of laws that would strengthen the participation of women in power and decision-making mechanisms. Both the state and non-governmental organisations considered it appropriate to raise women’s awareness on their existing legal rights first and then make arrangements in the national legislation in line with international agreements.

The second objective stated the need to ensure that women had equal access to and active participation in power and decision-making processes. To this end, the objective expressed the need to take measures to remove bureaucratic barriers to women’s participation in management positions in the public sector and to encourage women to attain high level positions in the private sector.

Thirdly, the need to ensure women’s active participation in political life was emphasised. Activities were listed such as devising a quota system, taking measures by political party officials to prevent the occurrence of a gender-based discrimination during elections, and providing women, who would like to get engage into active politics, with financial aid.

Moreover, Turkey’s “Millennium Development Goals Report” emphasises, under the heading of strengthening women’s status and achieving gender equality in society, that women are not adequately represented in Turkey. It states the need for making gender-sensitive laws that observe a balance between the sexes. It is also pointed out in the report that a strategy must be put into effect through the identification of equal rights and opportunities for both sexes so that equality can be achieved in the family, workplace, in the platform of political and civil rights, and in social and cultural life.

In the Eighth Five-Year Development Plan, which covers the years 2001-2005, a higher participation of women in decision-making mechanisms was targeted in order to strengthen their social position, extend their sphere of activity, and to ensure that they benefit from equal rights and opportunities.

In recent years, a significant level of sensitivity has been developed both with regard to women’s demand to engage in politics, and to the inclusion of female candidates into candidacy lists by the political parties, as a result of the efforts made especially by non-governmental organisations in favour of women’s participation in political life. This development is very promising for the future.

On the next pages objectives and strategies for the period 2008-2013 are presented.

Objectives and Strategies for Action

Objective 1: The level of information and awareness will be increased in order to increase the representation of women in power and decision-making processes.

STRATEGIES	RESPONSIBLE AGENCIES- INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
1.1 Informing women about their political rights and responsibilities among others through panels, seminars, conferences, books and brochures	KSGM	Media Organisations, Universities, NGOs
1.2 Raising public awareness on the importance of women's participation in the parliament, local authorities and district authorities	KSGM	Ministry of Interior, Local Authorities, Media Organisations, Universities, NGOs
1.3 Carrying out activities to promote female role models of women taking part in decision-making mechanisms in both the private and public sector	TRT	Public Agencies and Institutions, KSGM Private Sector, Turkish Industrialists' and Businessmen's Association, Universities, NGOs
1.4 Collecting and publishing on a regular basis gender specific data at echelons of power and decision-making mechanisms in the public sector	State Personnel Administration	TÜİK, Public Agencies and Institutions, Trade Unions and Confederations of Workers-Employers, Trade Associations
1.5 Creating discussion platforms in which all relevant stakeholders will participate, in order to enhance the representation of women in the parliament and local authorities; informing the public of the outcome of these discussions	KSGM	Universities, Media Organisations, NGOs
1.6 Working at the local level with women's councils, which are platforms that bring women from different sections of society together to increase the awareness about the participation of females in politics	Ministry of Interior, General Directorate of Local Administrations, Local Authorities, Local Agenda 21, Women's Assemblies	Union of Municipalities of Turkey, United Nations Development Programme, NGOs, Women's Working Groups Operating under City Councils, Trade Unions and Confederations of Workers-Employers

Objective 2: Arrangements will be made contributing to the participation of women in political life and their involvement in power and decision-making processes.

STRATEGIES	RESPONSIBLE AGENCIES- INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
2.1 Increasing the number of women's councils, which is currently about 40; - having the decisions of the women's councils more reflected in the decision making processes of the local authorities	Local Authorities	Ministry of Interior, KSGM, Universities, NGOs
2.2 Increasing the effectiveness of the existing women's units in Trade Unions and Confederations of Workers-Employers and in trade associations	Trade Unions and Confederations of Workers-Employers, Trade Associations	KSGM
2.3 Establishing women's units in Trade Unions and Confederations of Workers-Employers and in trade associations without these units	Trade Unions and Confederations of Workers-Employers, Trade Associations	KSGM
2.4 Encouraging girls to assume positions such as class president and school representative in the course of education in order to prepare them for power and decision-making processes	MEB	KSGM, School Administrations, NGOs

Objective 3: Public policies will be formulated geared to achieving equality between women and men.

STRATEGIES	RESPONSIBLE AGENCIES- INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
3.1 Adopting approaches that observe the equality between women and men in the assignation of medium-level and senior executives in public institutions	Public Agencies and Institutions	
3.2 Providing the required support to increase the number of women at executive positions in working life	Public Agencies and Institutions	Trade Unions and Confederations of Workers-Employers, Private Sector

Annex 1 Female Members Of Parliament in Office in the 23rd Term (Compiled From Data Provided By TBMM).

No	Province	Name and Surname	Party
1	ADANA	Fatoş GURKAN	AKP
2	ADANA	Nevin GAYE ERBATUR	CHP
3	AGRI	Fatma SALMAN KOTAN	AKP
4	AKSARAY	Ilknur INCEOZ	AKP
5	ANKARA	Zeynep DAGI	AKP
6	ANKARA	Aşkın ASAN	AKP
7	ANKARA	Nesrin BAYTOK	CHP
8	AYDIN	Ozlem CERCIOGLU	CHP
9	BALIKESIR	Ayşe AKBAŞ	AKP
10	BATMAN	Ayla AKAT ATA	DTP
11	BURSA	Canan CANDEMIR CELIK	AKP
12	DENIZLI	Selma Aliye KAVAF	AKP
13	DIYARBAKIR	Gultan KIŞANAK	DTP
14	DIYARBAKIR	Aysel TUĞLUK	DTP
15	ERZURUM	Fazilet Dıgıcı CIGLIK	AKP
16	GAZIANTEP	Ozlem MUFTUOGLU	AKP
17	GAZIANTEP	Fatma ŞAHİN	AKP
18	IGDIR	Pervin BULDAN	DTP
19	ISTANBUL	Sebahat TUNCEL	DTP
20	ISTANBUL	Ayşe Jale AGIRBAŞ	DSP
21	ISTANBUL	Meral AKŞENER	MHP
22	ISTANBUL	Necla ARAT	CHP
23	ISTANBUL	Birgen KELEŞ	CHP
24	ISTANBUL	Fatma Nur SERTER	CHP
25	ISTANBUL	Bihlun TAMAYLIGIL	CHP
26	ISTANBUL	Guldal AKŞİT	AKP
27	ISTANBUL	Nimet CUBUKCU	AKP
28	ISTANBUL	Alev DEDEGİL	AKP
29	ISTANBUL	Ayşenur BAHCEKAPILI	AKP
30	ISTANBUL	Halide INCEKARA	AKP
31	ISTANBUL	Canan KALSIN	AKP
32	ISTANBUL	Mesude Nursuna MEMECAN	AKP
33	ISTANBUL	Ozlem PILTANOGLU TURKONE	AKP
34	ISTANBUL	Edibe SOZEN	AKP
35	IZMIR	Şenol BAL	MHP
36	IZMIR	Canan ARITMAN	CHP
37	IZMIR	Şukran Guldal MUMCU	CHP
38	IZMIR	Fatma Seniha Nukhet Hotar Goksel	AKP
39	KOCAELI	Azize Sibel GONUL	AKP
40	KONYA	Ayşe TURKMENOGLU	AKP
41	MALATYA	Oznur CALIK	AKP
42	MARDIN	Gonul Bekin ŞAHKULUBEY	AKP
43	MARDIN	Emine AYNA	DTP
44	SAMSUN	Birnur ŞAHİNOGLU	AKP
45	SANLIURFA	Cagla AKTEMUR OZYAVUZ	AKP
46	SIRNAK	Sevahir BAYINDIR	DTP
47	TOKAT	Dilek YUKSEL	AKP
48	TRABZON	Safiye SEYMENOGLU	AKP
49	VAN	Gülşen ORHAN	AKP
50	VAN	Fatma KURTULAN	DTP

Annex 2 Participation Rates of Women in the Parliament for Various Countries

COUNTRY	1995	1999	2004	2006	2007
Afghanistan	...	...	...	27	27
Argentina	22	28	34	35	35
Armenia	...	...	5	5	5
Australia	10	22	25	25	25
Austria	24	26	34	34	32
Azerbaijan	2	12	11	11	11
Belgium	12	23	35	35	35
Bosnia Herzegovina	4	...	17	17	14
Brazil	7	6	9	9	9
Bulgaria	13	11	26	22	22
Cameroon	12	6	9	9	9
Columbia	11	12	12	...	8
Costa Rica	14	19	35	39	39
Croatia	6	8	18	22	22
Czech Republic	10	15	17	16	16
Denmark	33	37	38	37	37
Estonia	13	...	19	19	24
Finland	34	37	38	38	42
France	6	11	12	12	12
Germany	26	31	32	32	32
Greece	6	6	14	13	13
Hungary	11	8	10	10	10
India	8	8	8	8	8
Indonesia	12	...	11	11	11
Iran	3	5	3	4	4
Ireland	13	12	13	13	13
Israel	9	12	15	14	14
Italy	15	11	12	17	17
Jamaica	12	13	12	12	12
Japan	3	5	7	...	9
Luxemburg	20	17	20	23	23
Mexico	14	17	23	...	23
Holland	31	36	37	37	37
New Zealand	21	29	28	32	32
Norway	39	36	36	38	38
Portugal	9	13	19	21	21
Russia	13	10	10	10	10
Romania	4	7	11	11	11
Slovenia	14	8	12	12	12
Sweden	40	43	45	45	47

Spain	16	22	36	36	36
Switzerland	18	21	25	25	25
Syria	10	10	12	12	12
Thailand	6	6	9	...	9
Tunisia	7	7	23	23	23
TURKEY	2	4	4	4	9
Ukraine	4	8	5	7	9
England	10	18	18	20	20
America	11	13	14	15	16

Source: <http://unstats.un.org/unsd/demographic/products/indwm/tab6a.htm>

Note: The data provided in the list above are dated March 2007. Only the data pertaining to Turkey are dated July 2007.

Annex 3 Female Mayors Elected In the Year 2004

NO	PROVINCE	MUNICIPALITY	NAME AND SURNAME OF MAYOR		PARTY
1	ADANA	KUCUKDIKILI	Leyla	GUVEN	SHP
2	AGRI	DOGUBEYAZIT	Mukaddes	KUBILAY	SHP
3	BARTIN	KOZCAGIZ	Meliha	OKUTAY	CHP
4	BURDUR	KIZILKAYA	Canan	ATASOY	AKP
5	DIYARBAKIR	BAGLAR	Yurdusev	OZSOKMENLER	DTP
6	DIYARBAKIR	BISMIL	Şukran	AYDIN	DTP
7	GIRESUN	DOGANKENT	Nazmiye	KABADAYI	AKP
8	HATAY	KUCUKDALYAN	Lina	CILLI	SHP
9	HATAY	YESILKOY	Fatma	GOREN	AKP
10	IZMIR	SEYREK	Nurgul	UCAR	CHP
11	KIRKLARELI	KAVAKLI	Inci	TUNC	CHP
12	MARDIN	KIZILTEPE	Cihan	SINCAR	DTP
13	MARDIN	MAZIDAGI	Nuran	ATLI	DTP
14	MARDIN	SURGUCU	Zeyniye	ONER	DTP
15	SIVAS	INKISLA	Hilal	YILDIZ	DYP
16	TUNCELI	TUNCELI	Songul	EROL ABDIL	DPT
17	USAK	HASKOY	Aynur	YURTSEVER	CHP
18	VAN	BOSTANICI	Gulcihan	SIMSEK	DTP

Annex 4 Opportunities for Women to Attain Leadership Positions in Businesses

Countries	Rank
Finland	11
New Zealand	12
Canada	18
Norway	20
USA	26
Sweden	28
India	29
Denmark	30
Ireland	32
Australia	42
Bulgaria	46
England	56
Turkey	57
China	62
Russia	64
Romania	65
Switzerland	73
Holland	74
Portugal	75
Austria	77
Japan	81
Germany	85
Hungary	87
South Korea	89
Brazil	91
Belgium	93
Greece	94
Chilli	95
Czech Rep.	96
Poland	102
Argentina	106
Mexico	107
France	108
Italy	109
Spain	110
TOTAL	115

Source: Turkish Confederation of Employer Associations (TISK).

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