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**THERE IS  
LIFE  
IN MALTEPE**  
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## **MALTEPE MUNICIPALITY 2025-2029 Local Equality Action Plan**

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Maltepe, Istanbul, Türkiye

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## ABBREVIATIONS

EU: European Union

UN: United Nations

SDG: Sustainable Development Goals

CEDAW: Convention on the Elimination of All Forms of Discrimination against Women

CEMR: Council of European Municipalities and Regions

Gender Equality (GE): Gender Equality

Gender-Based Violence (GBD): Gender-Based Violence

LEAP: Local Equality Action Plan<sup>1</sup>

TÜİK: Turkish Statistical Institute

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<sup>1</sup> GEP, known as Gender Equality Plan, is a term mainly used by external organisations such as universities, enterprises and so forth.

## INTRODUCTION

Social equality is the state in which all people within a given society or isolated group have the same rights and status in certain aspects. Social equality encompasses equal access to law, economy, education, health, public resources and services. It also includes equal opportunities and responsibilities, thus encompasses the entire society. Individuals in society possess diverse characteristics in terms of gender, age, health, culture, and more. These characteristics shape their lifestyles and needs. Based on this, developing services and policies that address the characteristics and needs of every group in society can prevent potential inequalities. The concept of local public services for all can be realized by taking diverse needs into account.

Considering the inequalities created by gender roles, which are fundamentally based on social relations, service delivery and access conditions must be regulated in a way that eliminates them. Social policies and services should be provided especially for disadvantaged groups such as women, individuals with different sexual orientations and gender identities, the elderly, people with disabilities, children, and refugees respectively.

From a gender equality perspective, providing services in areas of fundamental rights such as education, health, and security while considering all social groups is crucial for inclusivity. Equal participation of women and girls in education contributes to both the development as well as the formation of an equal and democratic society. Supporting and increasing women's employment through policies benefits economic development and prevents inequality in the workplace. In social life, the shared use of public spaces is important for the integrity of society and the prevention of marginalization of individuals. Urban design should be adapted to meet the needs and demands of everyone so that they can live safely, comfortably, and easily in urban spaces. In daily life, everyone should have the opportunity to access urban spaces and experience their possibilities, the designs of which should be developed accordingly. Designs that facilitate the lives and access of disadvantaged groups, in particular, contribute to eliminating inequality in urban spaces.

Local Equality Action Plans should be prepared with a gender equality perspective, in line with specific goals and objectives. By analysing and understanding the current situation regarding gender equality, a local equality action plan facilitates the development of goals addressing gender equality issues and working in those areas. To help eliminate inequalities in all these areas, a 2025-2029 Local Equality Action Plan has been prepared, based on different approaches and methods. Each locality's priority position and characteristics are considered, and the Local Equality Action Plan is designed to encompass all the people living, working, and socializing in Maltepe.

### 1. LEGAL BASIS

## 1.1 International Policy Documents, Treaties and Protocols

International treaties and protocols that form the basis of human rights, gender equality, and the fight against gender-based violence and discrimination;

- *Universal Declaration of Human Rights - 1948,*
- *Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) - 1979*
- *Beijing Declaration and Platform for Action – 1995*
- *Council of the European Union Recommendation on the Balanced Participation of Women and Men in the Decision-Making Processes – 1996*
- *World Declaration of the International Association of Local Authorities on Women in Local Government – 1998*
- *European Union Charter of Fundamental Rights (CEMR) – 2000*
- *United Nations Security Council Resolution numbered 1325 on Women, Peace and Security – 2000*
- *European Charter for Equality between Women and Men in Local Life - 2006*
- *UN Sustainable Development Goals (SDGs) – 2015 (Source, European Charter for Equality between Women and Men in Local Life)*
- *United Nations Convention on the Rights of the Child*

## 1.2 National Policy Documents

National policy documents on social equality, human rights, children's rights, women's rights, and women's empowerment;

- *Articles 10 and 90 of the Constitution*
- *Prime Ministry Circular No. 2010/4 on Increasing Women's Employment and Ensuring Equal Opportunities*
- *Women's Empowerment Strategy Document and Action Plan*
- *National Action Plan to Combat Violence Against Women*
- *Law No. 6284 on the Protection of the Family and Prevention of Violence Against Women*
- *Law No. 5395 on Child Protection*
- *11<sup>th</sup> Development Plan*

## 2. LOCAL EQUALITY MECHANISMS

The preparation of a Local Equality Action Plan is a social and political responsibility, as well as a commitment made through the *Women-Friendly City Pledge*, the *European Charter for Gender Equality in Local Life*, and the *BUDGET-IT* project. Furthermore, the goal of preparing and implementing a Local Equality Action Plan, which is Objective 2 of

our 2025-2029 Strategic Plan, "Community-Oriented Local Services," constitutes a binding requirement for the plan's preparation.

**Gender Equality Commission:** This is one of the commissions amongst the municipal councils. The Gender Equality Commission brings to the council agenda municipal policies and practices that will ensure social equality, gender equality, prevention of discrimination, participation of women in the decision-making mechanisms, and active participation in social life. It works for inclusivity and equality and submits policy recommendations. *The Gender Equality Commission* was established by the Maltepe Municipality council decision on April 5, 2021.

**Social Policy and Equality Unit:** This unit takes the lead in taking necessary measures to ensure that all social groups in our city, who are marginalized and considered secondary for various reasons, benefit equally from the municipality's services and activities, and it formulates the municipality's human rights policies. It contributes to the creation of a living culture that includes all individuals living in the city, regardless of gender, social gender and gender identity, language, religion, race, ethnicity, belief, or lack of belief. It carries out activities aimed at enabling the inclusion of citizens and relevant civil society organizations in the municipality's decision-making processes and their equal access to municipal services. (Source: Maltepe Municipality Strategy Development Directorate Duty and Working Regulation)

The Social Policy and Equality Unit was established at the Maltepe Municipality council meeting on November 9, 2022, following the unanimous approval of the Maltepe Municipality Strategy Development Directorate's Duties and Working Regulations. Article 9 of these regulations, coded STR-BK.4, establishes the **Social Policy and Equality Unit**. The Social Policy and Equality Unit is affiliated with the Strategy Development Directorate.

The duties of the Social Policy and Equality Unit are as follows;

- a) **Conducting Social Research:** Conducting qualitative and quantitative research, and contributing to organizational development by transferring the knowledge and experience gained from research to other units through methods such as training and information seminars for personnel.
- b) **Conducting National and International Research and Development:** Supporting national and international researchers in their research and development efforts on social policy issues, fostering collaboration, and conducting studies aimed at identifying and resolving problems encountered by the institution in areas it needs assistance with.
- c) **Human Rights Policy Studies:** Taking the lead in implementing necessary measures to ensure that all social groups, who are marginalized and considered secondary for various reasons, benefit equally from the municipality's services and activities, and formulating the municipality's human rights policies.

- d) **Conducting Participatory Studies:** Carrying out activities aimed at involving citizens and relevant civil society organizations in the municipality's decision-making processes and enabling equal access to municipal services; ensuring that strategies and social policies concerning the entire institution are developed within the framework of inclusivity principles through participatory and democratic methods.
- e) **Combating Discrimination:** Contributing to the creation of a culture of life that includes all individuals living in the city, regardless of language, religion, philosophical views, race, ethnicity, disability, health status, marital status, age, place of residence and work, gender, and sexual orientation; including the elderly, disabled, poor, ex-convicts, immigrants, refugees, and those whose native language is not Turkish; preparing municipal policies in cooperation with national and international mechanisms and networks; and coordinating other departments that have special relations with these groups.
- f) **Increasing Sensitivity and Awareness:** Planning and implementing activities to increase sensitivity and awareness among municipal staff on gender equality and other rights-based anti-discrimination issues.
- g) **Conducting Awareness Campaigns:** Organizing awareness-raising activities on human rights and gender equality issues, developing awareness campaigns that will make the anti-discrimination municipal approach visible, and producing content and awareness campaigns on special and meaningful days for the target audience.
- h) **Preparation of Action Plans for Social Policies:** Ensuring the preparation, implementation, and monitoring of action plans for equality and inclusion prepared throughout the district.

## SWOT ANALYSIS

<p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>➤ Positive relations with Civil Society Organizations, Associations, Foundations, and Universities</li> <li>➤ The municipality's senior management taking ownership of the local equality action plan, the equality unit, and its activities</li> <li>➤ The existence of social policies addressing the needs of women employees within the institution (menstrual leave, March 8<sup>th</sup>)</li> <li>➤ Experiences with gender equality-based projects</li> <li>➤ The presence of highly competent experts within the institution who can provide training on gender equality</li> <li>➤ The existence of an inter-institutional mechanism at the provincial and district levels for gender equality</li> <li>➤ The high concentration of women's counselling centres in disadvantaged areas and their ability to reach women</li> </ul>	<p><b>WEAKNESSES</b></p> <ul style="list-style-type: none"> <li>➤ Insufficient integration of gender equality into the practices of district-level institutions</li> <li>➤ Lack of a women's shelter in the district</li> <li>➤ Inadequate internal dissemination of the previous Local Equality Action Plan</li> <li>➤ Insufficient visibility of the unit</li> <li>➤ Inability to quickly organize unit activities due to procedural stages</li> <li>➤ Low participation in activities intended to be carried out on a participatory basis</li> <li>➤ Lack of systematic approach to gender-based data and difficulty in accessing it,</li> <li>➤ Failure to mainstream gender equality within the institution</li> </ul>
<p><b>OPPORTUNITIES</b></p> <ul style="list-style-type: none"> <li>➤ The Mayor being a woman</li> <li>➤ The District Police Chief being a woman</li> <li>➤ 50% of neighbourhood heads being women</li> <li>➤ Ensuring that gender equality is not limited to one area but touches every field, regardless of whether it is private or public, and increasing the visibility of the concept.</li> <li>➤ Women's issues should be featured more frequently on the agenda.</li> <li>➤ The existence of political will regarding gender equality and women's empowerment.</li> </ul>	<p><b>THREATS</b></p> <ul style="list-style-type: none"> <li>➤ Distortion of the concepts of gender and equality, portraying them as contrary to religious, political and cultural norms</li> <li>➤ Deficiencies in the legal framework</li> <li>➤ Negative perceptions and prejudices towards gender equality in society.</li> <li>➤ Patriarchal social structure</li> </ul>

### 3. LOCAL EQUALITY ACTION PLAN PREPARATION PROCESS

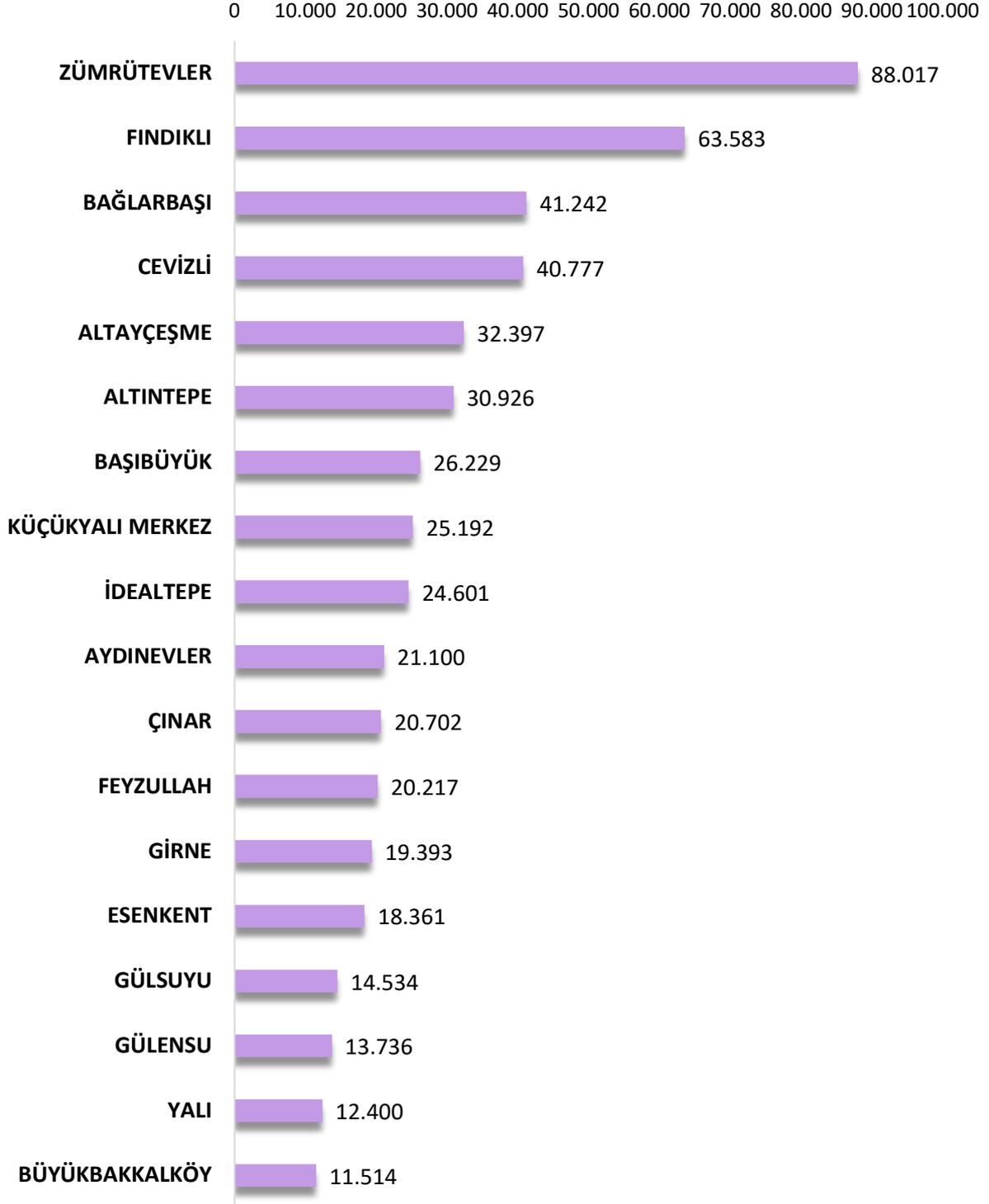
As part of the preparation process for the Maltepe Municipality 2025-2029 Local Equality Action Plan, participatory studies were conducted. These studies included internal focus group interviews with staff to collect data on gender equality, a district-wide quantitative survey, and face-to-face workshops with civil society and academia. Based on the data obtained from all these studies, the local equality action plan was prepared. The studies conducted during the preparation process are detailed in the current situation section.

#### 4. CURRENT SITUATION ANALYSIS

Table 1. Population Distribution of Istanbul Districts in Order of Size

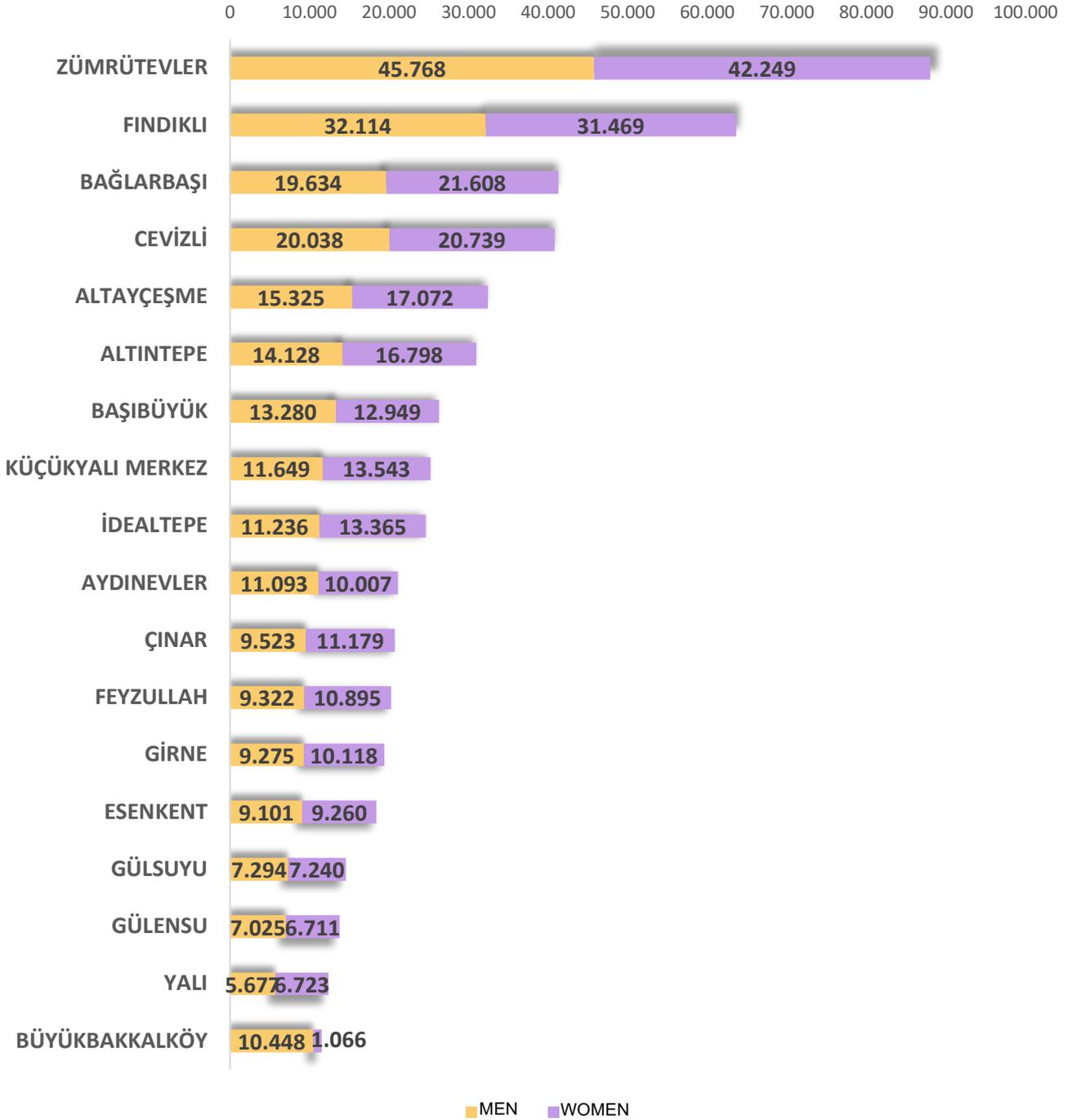
No	District Name	2022	2023	2023 Population Increase (%)	2024	2024 Population Increase (%)
1	Esenyurt	983.571	978.007	-5,7	988.369	1,05%
2	Küçükçekmece	808.957	792.030	-21,1	789.033	-0,38%
3	Pendik	750.435	743.774	-8,9	749.356	0,74%
4	Ümraniye	740.069	723.760	-11,8	727.819	0,56%
5	Bağcılar	732.379	719.071	-28,8	713.594	-0,77%
6	Bahçelievler	594.350	567.848	-45,6	560.086	-1,39%
7	Sultangazi	542.531	532.802	-18,1	532.601	-0,04%
8	<b>Maltepe</b>	<b>528.544</b>	<b>523.137</b>	<b>-10,3</b>	<b>524.921</b>	<b>0,34%</b>
9	Başakşehir	514.900	509.915	-9,7	520.467	2,03%
10	Üsküdar	524.452	517.348	-13,6	512.981	-0,85%
11	Sancaktepe	495.998	492.804	6	502.077	1,85%
12	Gaziosmanpaşa	489.848	483.830	-24,8	479.931	-0,81%
13	Kartal	483.418	475.042	-17,5	475.859	0,17%
14	Kadıköy	483.064	467.919	-31,9	462.189	-1,24%
15	Kâğıthane	455.943	445.672	-22,8	444.820	-0,19%
16	Avcılar	452.132	437.221	-33,5	440.934	0,84%
17	Esenler	445.421	427.901	-40,1	423.625	-1,01%
18	Eyüpsultan	423.127	420.194	-6,4	420.706	0,12%
19	Beylikdüzü	412.835	409.347	-8,5	415.290	1,43%
20	Ataşehir	422.913	416.529	-15,7	414.866	-0,40%
21	Sultanbeyli	368.227	360.702	7	369.193	2,30%
22	Fatih	358.201	356.025	-33,7	354.472	-0,44%
23	Arnavutköy	326.452	336.062	29	344.868	2,55%
24	Sarıyer	350.454	344.250	-17,9	342.582	-0,49%
25	Çekmeköy	296.066	299.806	12,6	306.739	2,26%
26	Tuzla	292.616	293.604	16,2	301.400	2,59%
27	Büyükçekmece	282.692	276.572	-2,2	280.528	1,41%
28	Zeytinburnu	288.878	280.896	-40,9	278.344	-0,92%
29	Bayrampaşa	276.528	268.850	-23,8	268.303	-0,20%
30	Güngören	277.181	269.944	-46,1	264.831	-1,93%
31	Şişli	275.314	264.736	-43,6	263.063	-0,64%
32	Beykoz	247.875	245.647	-9	245.440	-0,08%
33	Silivri	226.685	221.723	20,8	232.156	4,49%
34	Bakırköy	225.920	220.476	-27,8	219.893	-0,27%
35	Beyoğlu	217.163	218.589	-33	216.688	-0,88%
36	Beşiktaş	175.190	169.022	-35,8	167.264	-1,05%
37	Çatalca	77.468	80.007	32,2	80.399	0,49%
38	Şile	43.464	48.537	110,4	48.936	0,82%
39	Adalar	16.690	16.325	-22,1	16.979	3,85%
<b>TOTAL</b>		<b>15.909.973</b>	<b>15.657.947</b>		<b>15.703.626</b>	<b>15,92%</b>

### POPULATION DATA BY NEIGHBOURHOOD



2024 Turkish Statistical Institute (TÜİK) Maltepe District Population Data by Neighbourhood

## GENDER DISTRIBUTION BY NEIGHBOURHOOD



2024 Turkish Statistical Institute (TÜİK) Maltepe District Gender Distribution by Neighbourhood

In Maltepe district, the women and men populations are almost equal. The presence of a prison in Büyükbakkalköy neighbourhood results in a higher men population ratio.

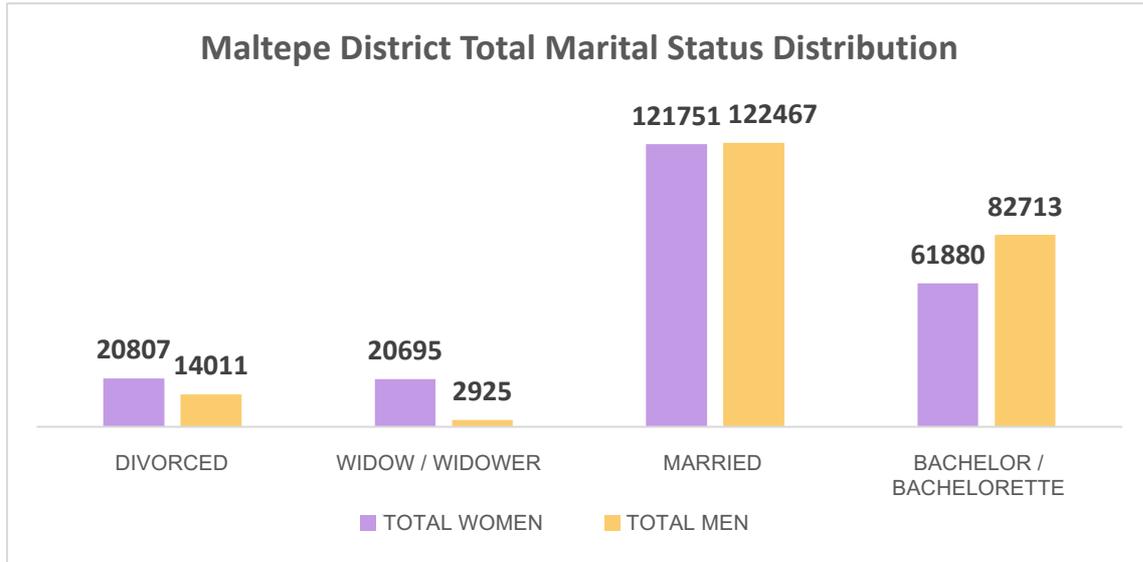
Table 2. Turkish Statistical Institute (TÜİK) Maltepe District population data for those under and over 18 years of age.

## Maltepe Municipality 2025-2029 Local Equality Action Plan

NEIGHBOURHOOD	Age 18 and above			Under Age 18			Total			2023 Increase	2024 Increase
	2022	2023	2024	2022	2023	2024	2022	2023	2024		
ALTAYÇEŞME	26.800	26.628	21.355	5.864	5657	11.042	32.664	32.285	32.397	-1,17%	35%
ALTINTEPE	27.658	27.000	22.886	4.335	4076	8.040	31.993	31.076	30.926	-2,95%	-48%
AYDINEVLER	16.689	17.280	13.400	4.072	4012	7700	20.761	21.292	21.100	2,49%	-90%
BAĞLARBAŞI	35.494	34.783	28.084	7.189	6760	13.158	42.683	41.543	41.242	-2,74%	-72%
BAŞIBÜYÜK	16.591	20.399	16.147	5.360	5217	10.082	21.951	25.616	26.229	14,30%	239%
B.BAKKALKÖY	10.478	9.410	9698	807	809	1816	11.285	10.219	11.514	-10,43%	1125%
CEVİZLİ	32.909	33.037	26.207	7.697	7448	14.570	40.606	40.485	40.777	-0,29%	72%
ÇINAR	17.478	17.172	14.326	3.244	3186	6376	20.722	20.358	20.702	-1,78%	169%
ESENKENT	15.142	14.604	11.327	3.835	3644	7034	18.977	18.248	18.361	-3,99%	62%
FEYZULLAH	17.344	17.219	14.379	3.053	2950	5838	20.397	20.169	20.217	-1,13%	24%
FINDIKLI	49.072	48.431	33.705	15.915	15427	29.878	64.987	63.858	63.583	-1,76%	-43%
GİRNE	15.105	15.293	11.437	4.091	4025	7956	19.196	19.318	19.393	0,63%	39%
GÜLENSU	11.535	11.239	8.626	2.868	2718	5110	14.403	13.957	13.736	-3,19%	-158%
GÜLSUYU	12.088	11.888	9.094	3.009	2862	5440	15.097	14.750	14.534	-2,35%	-146%
İDEALTEPE	20.902	20.589	16.843	4.068	3920	7758	24.970	24.509	24.601	-1,88%	38%
KÜÇÜKYALI	22.123	21.704	17.912	3.963	3769	7280	26.086	25.473	25.192	-2,40%	-110%
YALI	10.990	10.742	8.636	2.110	1998	3764	13.100	12.740	12.400	-2,82%	-267%
ZÜMRÜTEVLER	68.469	67.754	49.875	20.197	19487	38.142	88.666	87.241	88.017	-1,63%	89%
<b>TOTAL</b>	<b>426.867</b>	<b>425.172</b>	<b>333.937</b>	<b>101.677</b>	<b>97.965</b>	<b>190.984</b>	<b>528.544</b>	<b>523.137</b>	<b>524.921</b>	<b>-1.02 %</b>	<b>34%</b>

Table 3. 2024 Address Based Population Registration System TÜİK Neighbourhood-Based Gender Distribution Table

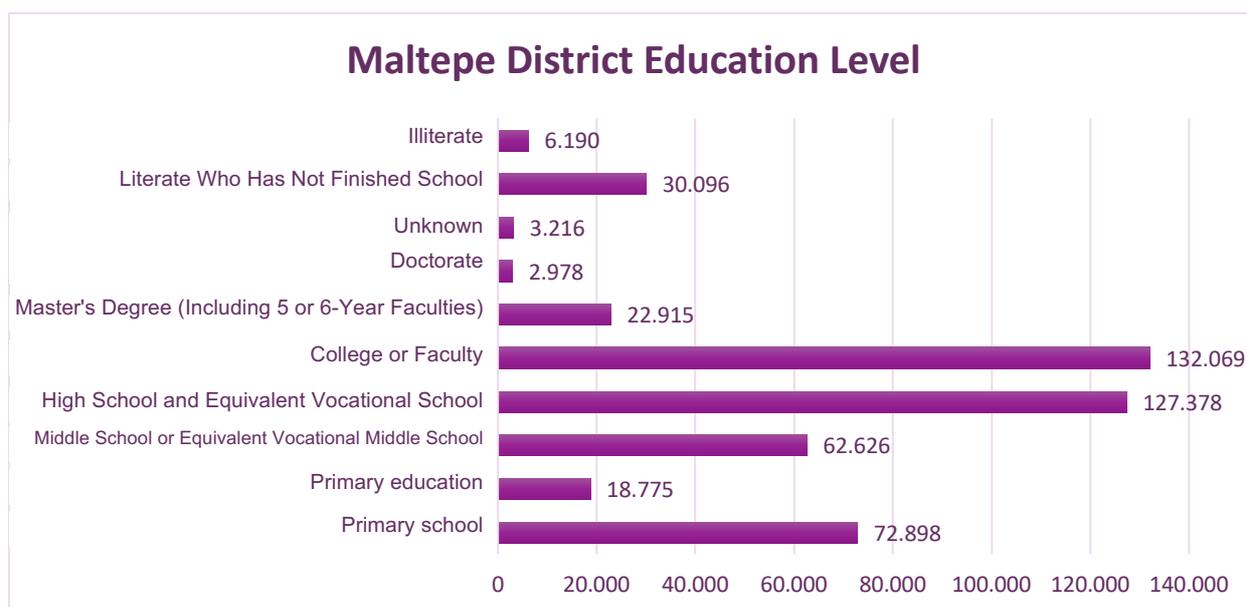
NEIGHBOURHOOD NAME	MEN	WOMEN	TOTAL
ZÜMRÜTEVLER	45.768	42.249	88.017
FINDIKLI	32.114	31.469	63.583
BAĞLARBAŞI	19.634	21.608	41.242
CEVİZLİ	20.038	20.739	40.777
ALTAYÇEŞME	15.325	17.072	32.397
ALTINTEPE	14.128	16.798	30.926
BAŞIBÜYÜK	13.280	12.949	26.229
KÜÇÜKYALI MERKEZ	11.649	13.543	25.192
İDEALTEPE	11.236	13.365	24.601
AYDINEVLER	11.093	10.007	21.100
ÇINAR	9.523	11.179	20.702
FEYZULLAH	9.322	10.895	20.217
GİRNE	9.275	10.118	19.393
ESENKENT	9.101	9.260	18.361
GÜLSUYU	7.294	7.240	14.534
GÜLENSU	7.025	6.711	13.736
YALI	5.677	6.723	12.400
BÜYÜKBAKKALKÖY	10.448	1.066	11.514
<b>GRAND TOTAL</b>	<b>261.930</b>	<b>262.991</b>	<b>524.921</b>



*Marital Status in Maltepe District According to 2024 Turkish Statistical Institute Data*

*Table 4. Marital status according to neighbourhood distribution*

MARITAL STATUS	DIVORCED		WIDOW/WIDOWER		MARRIED		BACHELOUR/ BACHELORETTE	
NEIGHBOURHOOD NAME	Total MEN	Total WOMEN	Total MEN	Total WOMEN	Total MEN	Total WOMEN	Total MEN	Total WOMEN
ALTAYÇEŞME	823	1367	182	1533	7728	7943	4256	4043
ALTINTEPE	1020	2137	207	1771	7068	7225	4133	4090
AYDINEVLER	379	618	76	595	5225	4860	3788	2364
BAĞLARBAŞI	1101	1876	293	2136	9724	9948	5763	5080
BAŞIBÜYÜK	535	614	114	640	5232	5266	5345	4463
BÜYÜKBAKKALKÖY	1078	32	56	53	2925	469	6141	328
CEVİZLİ	1090	1590	207	1427	9817	9798	5924	4960
ÇINAR	654	1209	128	1124	4696	4948	2716	2629
ESENKENT	476	623	130	893	4381	4384	2675	2005
FEYZULLAH	684	1231	157	1248	4729	4842	2519	2406
FINDIKLI	1252	1695	253	1564	15068	15258	9214	6852
GİRNE	354	704	95	713	4704	4807	2435	2260
GÜLENSU	466	422	107	579	3265	3232	2151	1508
GÜLSUYU	470	440	122	638	3352	3351	2288	1771
İDEALTEPE	687	1392	147	1245	5903	6116	2825	3119
KÜÇÜKYALI MERKEZ	823	1463	183	1558	5663	5871	3426	3270
YALI	434	737	85	671	2746	2854	1649	1722
ZÜMRÜTEVLER	1685	2657	383	2307	20241	20579	15465	9010
<b>TOTAL</b>	<b>14011</b>	<b>20807</b>	<b>2925</b>	<b>20695</b>	<b>122467</b>	<b>121751</b>	<b>82713</b>	<b>61880</b>



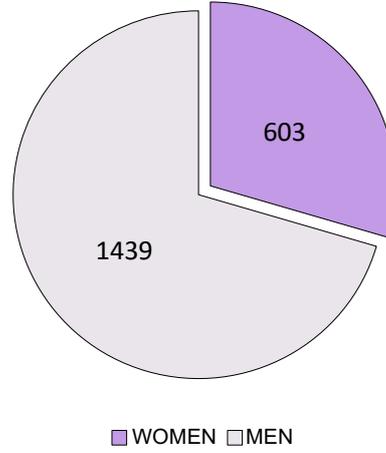
*Education Levels in Maltepe District According to 2024 Turkish Statistical Institute Data*

*Table 5. 2024 Turkish Statistical Institute (TÜİK) Data on Foreign Population Living in Maltepe*

FOREIGN POPULATION LIVING IN MALTEPE 2024	
TURKMENISTAN	3 477
IRAN	2 230
GERMANY	1 187
AFGHANISTAN	356
IRAQ	184
RUSSIAN FEDERATION	767
AZERBAIJAN	828
SYRIA	206
UZBEKISTAN	1 391
KAZAKHSTAN	226
UKRAINE	387
EGYPT	153
KYRGYZSTAN	111
PALESTINE	160
AUSTRIA	151
MOROCCO	112
UNITED KINGDOM	102
PAKISTAN	152
LIBYA	111
GEORGIA	159
ALGERIA	157
UNITED STATES	135
NIGERIA	100
OTHER	1 897
<b>TOTAL</b>	<b>14 739</b>

## Maltepe Municipality Staff Profile

### Distribution of Total Number of Personnel by Gender-2023



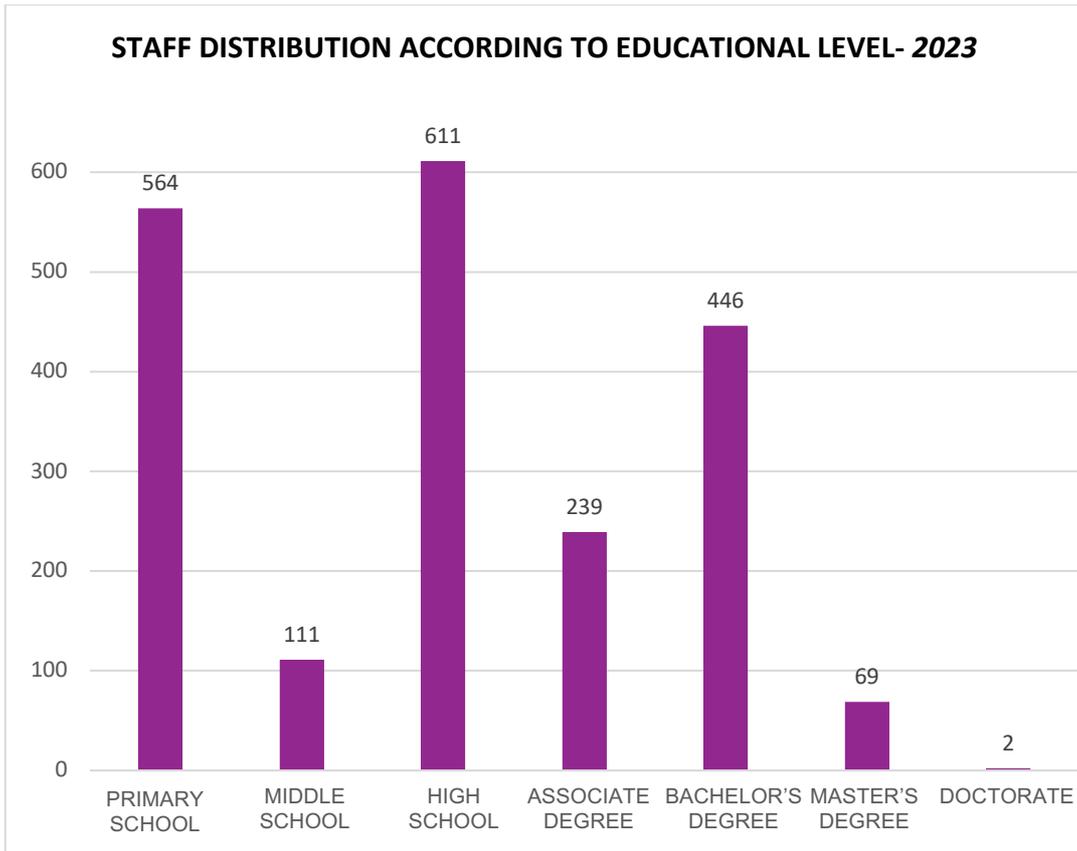
*Source: Human Resources and Training Directorate 2023 Unit Activity Report*

Maltepe Municipality has 2042 employees. The majority of its employees are men.

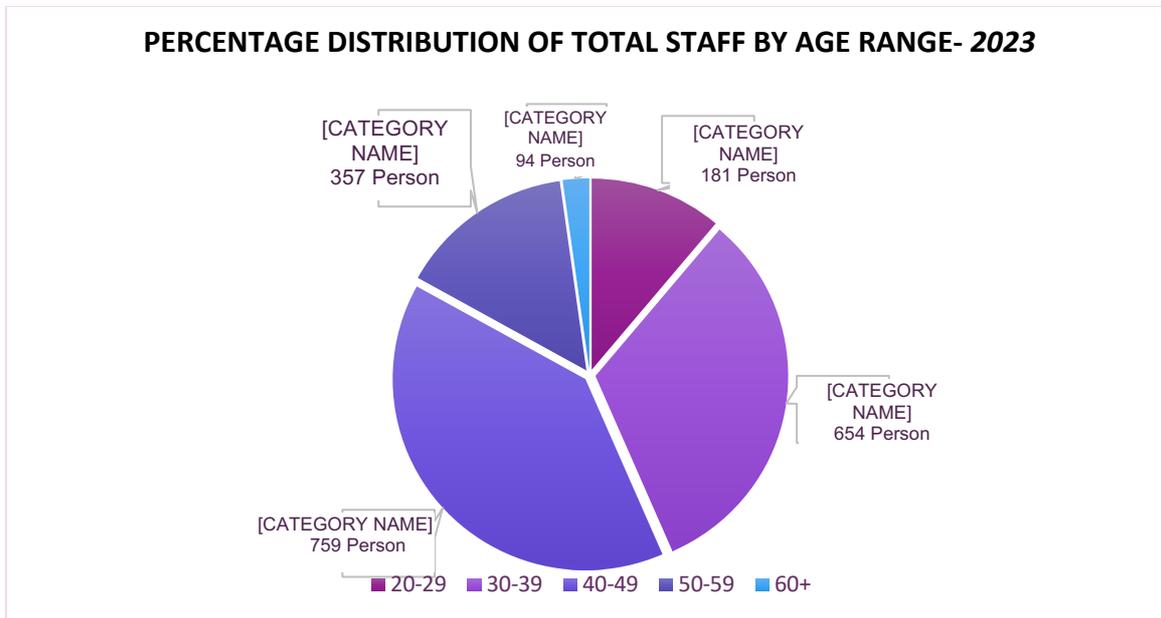
Table 6. Number of Personnel by Gender

YEAR	OFFICER		WORKER		CONTRACT PERSONNEL		SERVICE PROCUREMENT PERSONNEL	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
2021	117	208	42	113	36	38	362	1034
2022	113	197	37	95	53	52	367	1089
2023	156	242	27	32	1	3	419	1162

*Source: Human Resources and Training Directorate 2023 Unit Activity Report*



*Source: Human Resources and Training Directorate 2023 Unit Activity Report*



*Source: Human Resources and Training Directorate 2023 Unit Activity Report*



## 4.1. Gender Equality Research in Maltepe District

### Goal

The Maltepe Municipality's 2025-2029 Local Equality Action Plan aims to be prepared using participatory methods, tailored to needs, and within a democratic local governance framework.

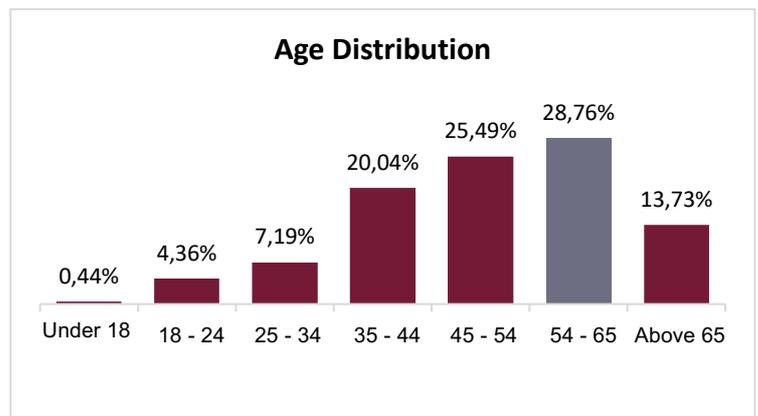
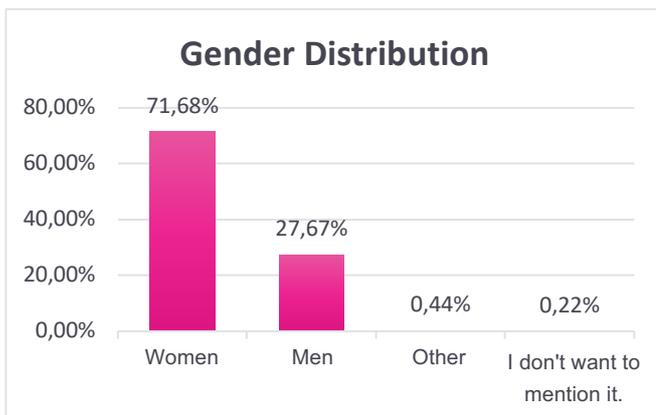
### Objective

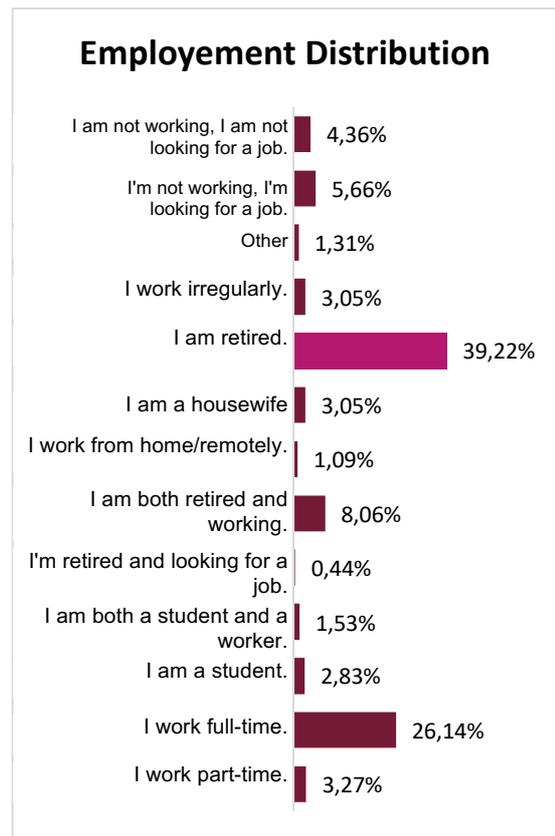
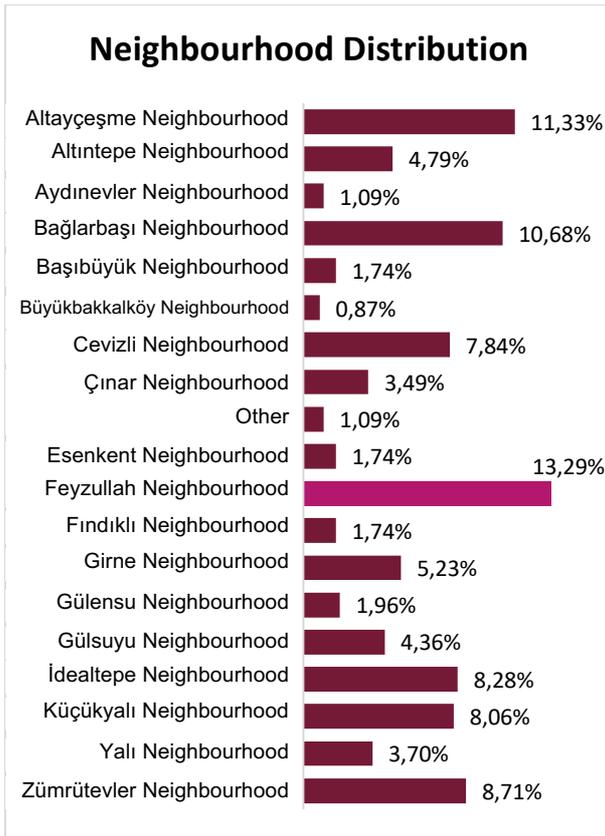
Within the scope of the **999P** participatory mechanism developed by Maltepe Municipality, the target group to be reached using a quantitative research method was 900 people.

### Methodology

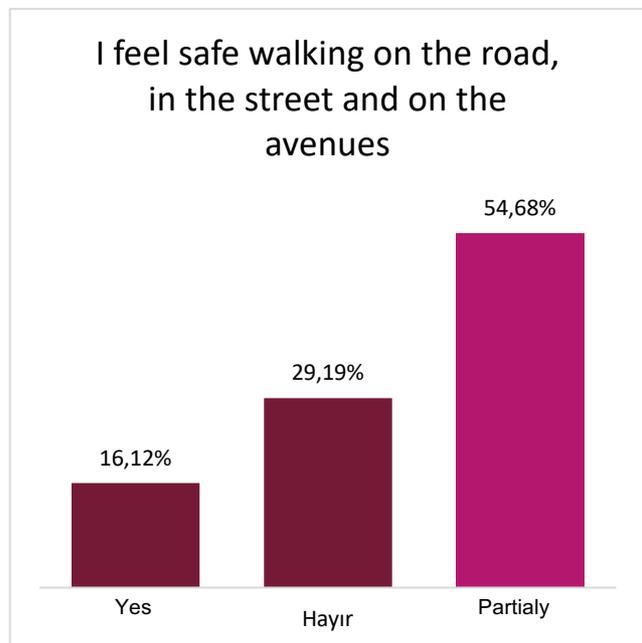
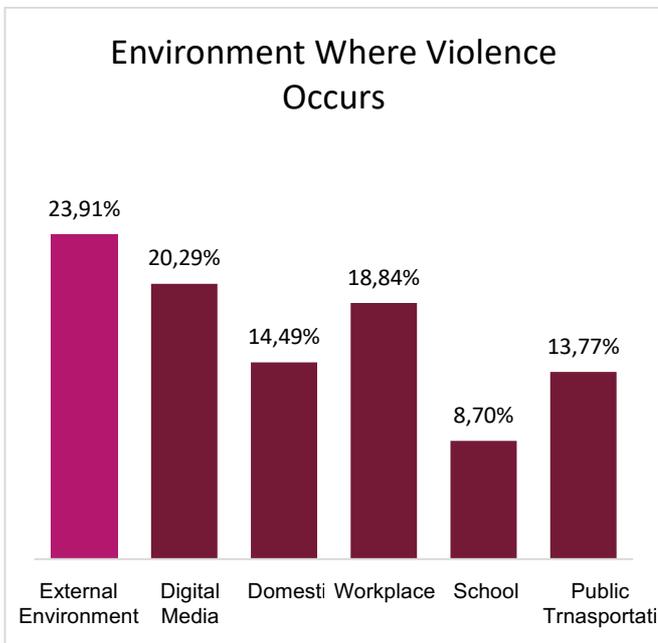
The gender equality research in Maltepe district was conducted using a survey technique. A digital survey was prepared with a total of 44 questions. 43 questions were presented as closed-ended multiple-choice options, and 1 question was open-ended. The survey form consisted of questions related to participant profile, violence and security, education, health, employment, participation, and urban life. Question sets were prepared incorporating facts from the thematic areas of the local equality action plan. The survey link was published on the municipality's social media accounts and website, and banners with QR codes were displayed in the district centre and neighbourhoods. The municipality also sent the survey via SMS to residents. To disseminate the survey, the heads of 18 neighbourhoods were contacted. The survey was publicly available from November 15<sup>th</sup> to December 14<sup>th</sup>. The goal was for 1000 people to complete the survey form; however, despite all dissemination efforts, only 459 people completed it.

### Special Findings

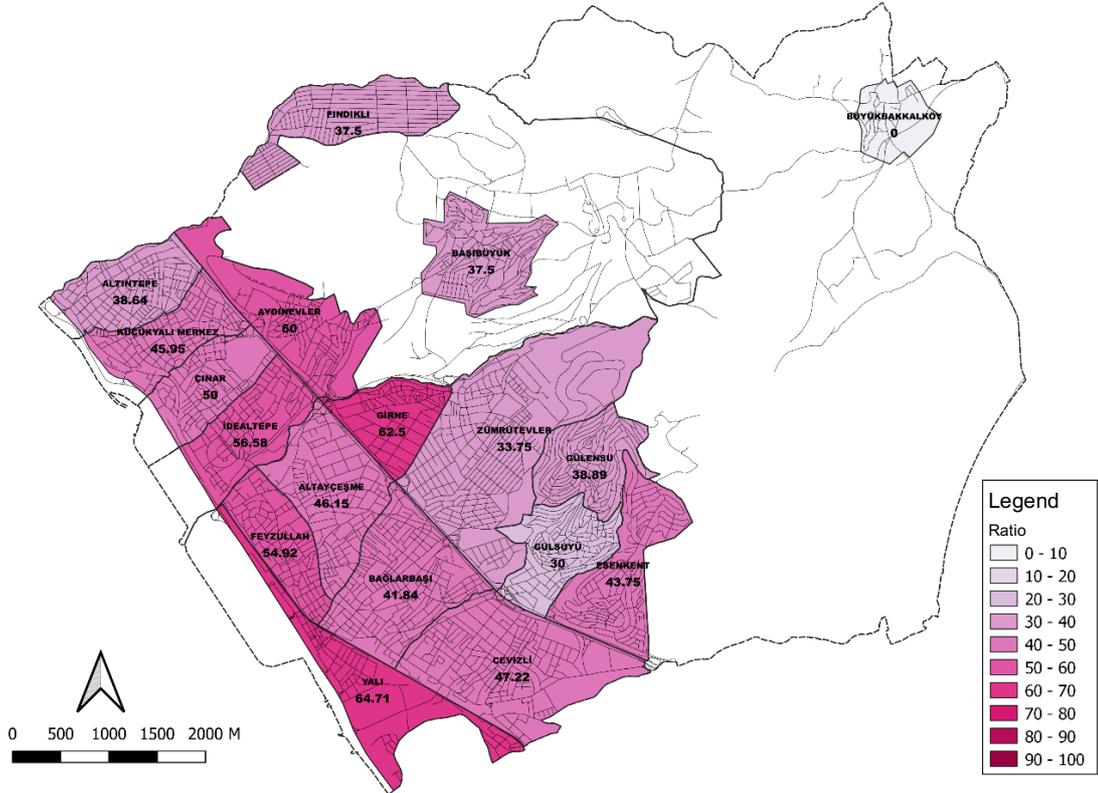




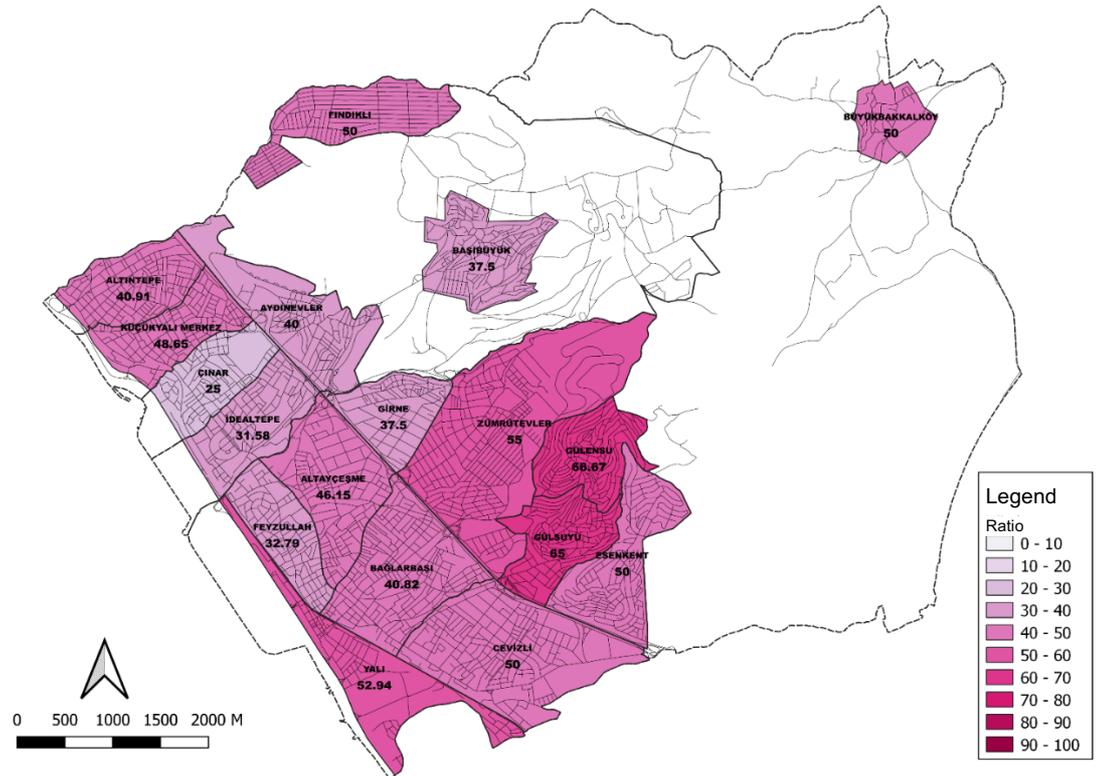
## Security and Violence



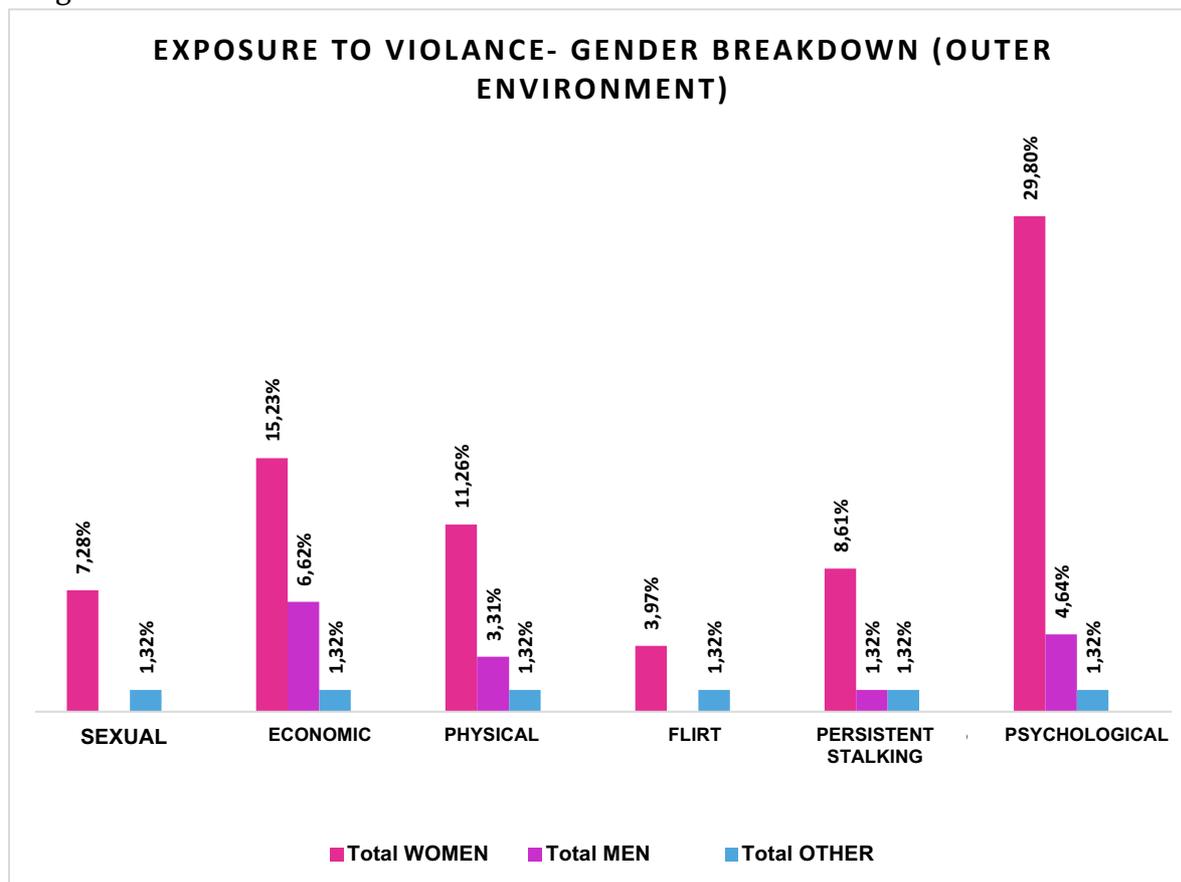
### Tendency to Feel Safe - Neighbourhood Distribution



### Violence - Neighbourhood Disintegration



Approximately 65% of participants who stated that they felt safe while spending time in parks and walking trails resided in Yalı Neighbourhood, while this rate was reported as 30% in Gülsuyu Neighbourhood. Approximately 67% of participants who stated that they had been exposed to at least one type of violence in the last 5 years lived in Gülen su Neighbourhood.



### Types of Violence and Gender Distribution:

Overall, participants reported being most frequently exposed to psychological violence, while women were more likely to experience physical violence and men more likely to experience economic violence, relative to other types of violence.

#### TYPES OF VIOLENCE and GENDER DISTRIBUTION

Environment	GENERAL					
	Psychological	Physically	Economic	Flirt	Persistent Stalking	Sexual
Outer Environment	19,71%	25,00%	19,13%	23,53%	40,48%	26,00%
Digital Media	16,79%	10,42%	10,38%	26,47%	28,57%	30,00%
Domestic	18,98%	18,75%	27,32%	5,88%	4,76%	2,00%
Workplace	24,45%	12,50%	24,04%	17,65%	7,14%	8,00%
School	7,66%	6,25%	9,84%	8,82%	4,76%	6,00%
Public Transport	12,41%	27,08%	9,29%	17,65%	14,29%	28,00%

## WOMEN

Environment	Psychological	Physically	Economic	Flirt	Persistent Stalking	Sexual
Outer Environment	21,63%	27,87%	19,17%	26,09%	43,33%	28,21%
Digital Media	15,87%	4,92%	8,33%	30,43%	33,33%	30,77%
Domestic	20,67%	21,31%	29,17%	4,35%	6,67%	0,00%
Workplace	23,56%	9,84%	28,33%	17,39%	3,33%	5,13%
School	6,73%	4,92%	9,17%	4,35%	0,00%	2,56%
Public Transport	11,54%	31,15%	5,83%	17,39%	13,33%	33,33%

## MEN

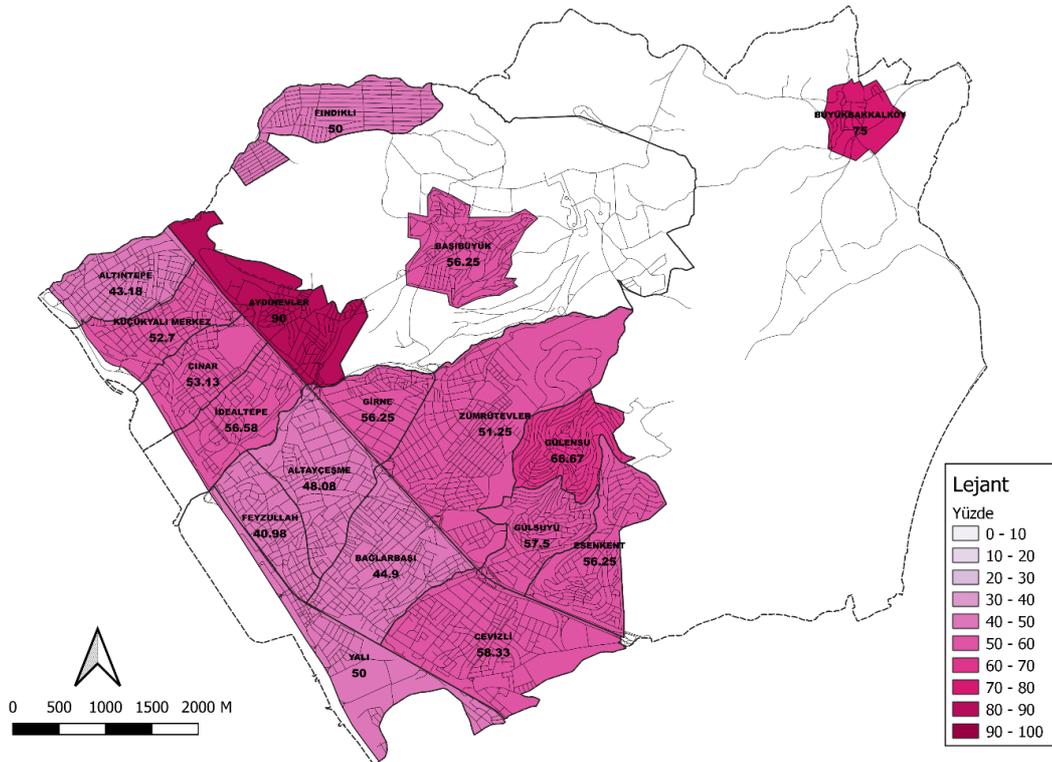
Environment	Psychological	Physically	Economic	Flirt*	Persistent Stalking*	Sexual*
Outer Environment	12,96%	20,83%	18,18%	0,00%	40,00%	0,00%
Digital Media	20,37%	25,00%	14,55%	50,00%	20,00%	50,00%
Domestic	12,96%	12,50%	25,45%	0,00%	0,00%	0,00%
Workplace	29,63%	16,67%	14,55%	50,00%	20,00%	50,00%
School	9,26%	4,17%	10,91%	0,00%	0,00%	0,00%
Public Transport	14,81%	20,83%	16,36%	0,00%	20,00%	0,00%

\* Due to the small sample size of men participants, the rates of flirting, stalking, and sexual violence are considered to have a high margin of error.

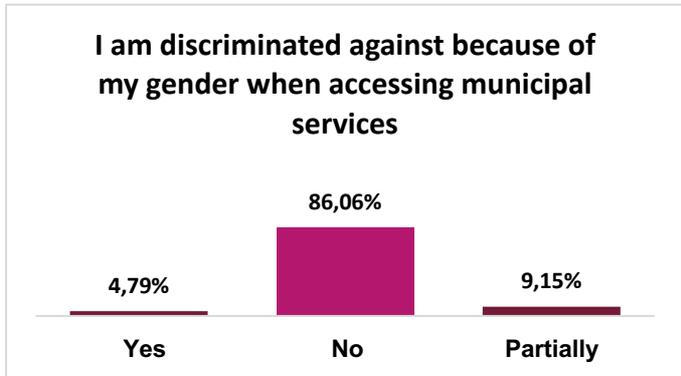
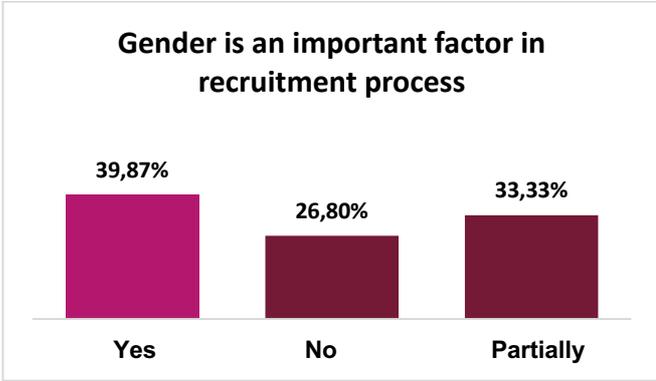
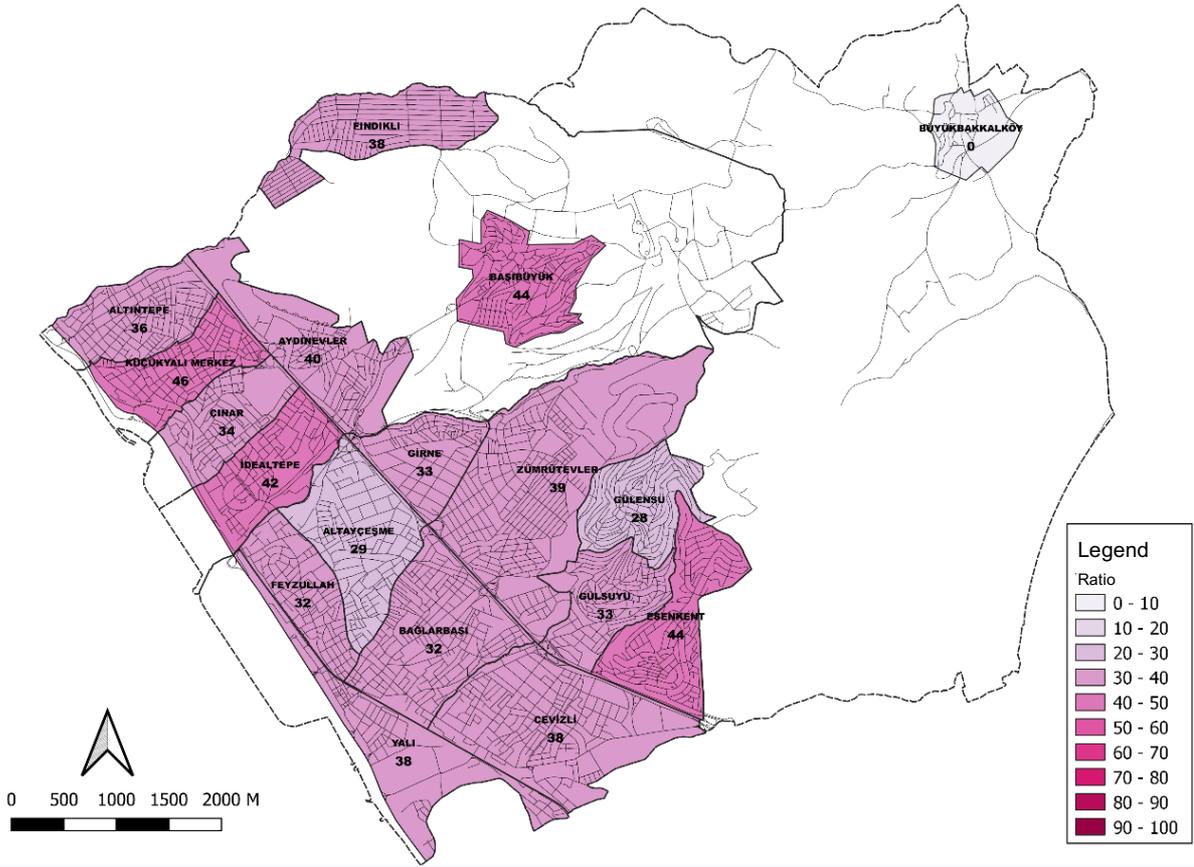
## Disaster and Emergency Awareness – Neighbourhood Distribution

While 90% of the participants who stated that they knew their assembly area in case of disasters and emergencies resided in Aydınevler Neighbourhood, Feyzullah Neighbourhood came last with approximately 41%.

Legend

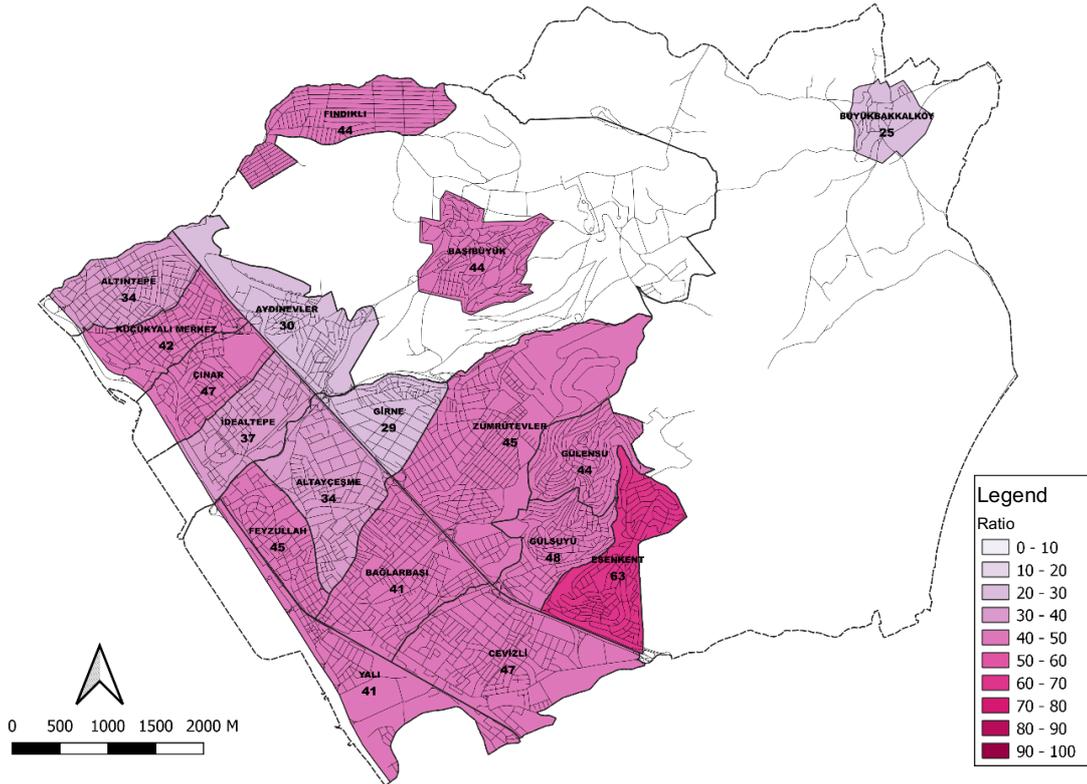






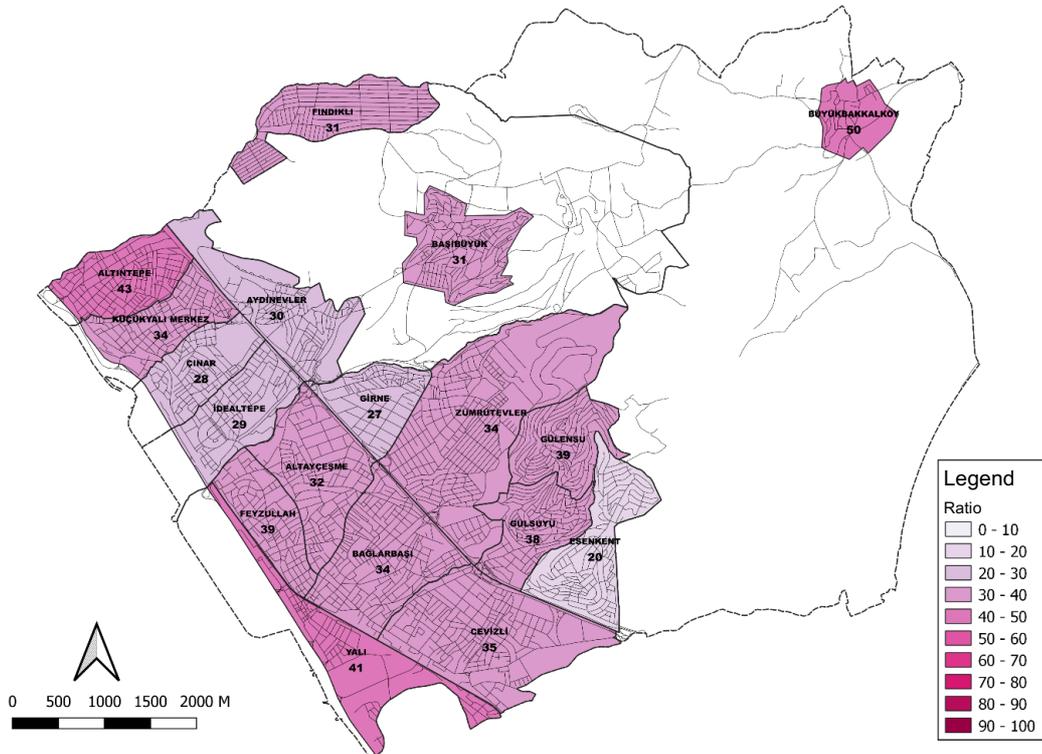
### Adequacy of Vocational Skills Courses – Neighbourhood Distribution

While 63% of the participants who stated that vocational skills courses were adequate in Maltepe lived in Esenkent Neighbourhood, Girne and Aydınevler Neighbourhoods stated that vocational skills courses were inadequate.



### Participation in Urban Decision-Making Processes – Neighbourhood Distribution

The neighbourhoods that indicated their participation in the city's decision-making processes are Altıntepe and Yalı Neighbourhoods. Esenkent Neighbourhood shows the lowest rate of participation in the urban decision-making processes.



\* Büyükbakkalköy neighbourhood appears to have the highest participation rate in this proposition, due to its small sample size.

## Overall Assessment and Conclusion

This research on gender equality was conducted to measure participants' awareness and perception levels regarding gender equality and to evaluate their current attitudes and behaviours. The results provide significant findings on various topics, including participants' demographic characteristics, attitudes towards gender equality, and perceptions of security.

More than half of the 459 participants in the survey were women, with the highest participation rate being in the 54-65 age group. The majority of participants were university graduates, and their employment status was concentrated as either retired or full-time workers. Looking at the neighbourhoods, the highest participation was found in Feyzullah, Altayçeşme, and Bağlarbaşı neighbourhoods. Furthermore, the majority of participants were married. Regarding disability, 94% of participants stated that they did not have any disability. It was also revealed that women have a greater responsibility than men for caring for any child under 18 or any adult.

When evaluating perceptions of safety, the neighbourhoods where people felt most unsafe on the streets and roads of Maltepe district were Gü lensu and Züm rütevler. Looking at gender differences, women felt more unsafe walking on the streets compared to men. Similarly, the neighbourhoods where people felt most unsafe while spending time in parks and walking paths were Büyükbakkalköy, Gü lensu, and Altıntepe. Women also experienced higher levels of insecurity than men in these areas. The Başıbüyük, Gülsuyu, and Altıntepe neighbourhoods were among those that found street and road lighting to be the most inadequate.

Findings regarding disaster and emergency awareness reveal significant deficiencies in some neighbourhoods. The Bağlarbaşı and Züm rütevler neighbourhoods were found to lack sufficient knowledge about disasters and emergencies. Furthermore, participants in the Gü lensu and Çınar neighbourhoods indicated a significant lack of preparedness for disasters and emergencies. Among the neighbourhoods where participants reported not knowing about designated assembly and shelter areas in case of disasters and emergencies, Altıntepe and Bağlarbaşı stood out.

These findings highlight the need for greater awareness regarding gender equality, security perceptions, and disaster preparedness. Specifically, improving women's sense of security, developing neighbourhood-level infrastructure, and accelerating awareness campaigns on disaster preparedness are considered concrete steps to be taken in these areas.

Research conducted over the past five years has revealed that participants have been exposed to various types of violence at home, at work, outdoors, at school, on public transportation, and in digital environments. Across all these settings, psychological violence was the most common, followed by economic violence. Physical and sexual violence was also notable in public transportation settings. Women experienced more violence than men in all these environments.

Psychological and economic violence are the most common types of violence encountered at home and in the workplace. Psychological violence is particularly concentrated in the 35-44 and 45-54 age groups, while economic violence is more frequently observed in the 35-44, 45-54, and 54-65 age groups.

It has been determined that women feel safer outdoors and on public transportation, and are most frequently exposed to psychological, economic, physical, and sexual violence. Psychological violence is more common in the 35-44 age group, while economic violence is more prevalent in the 54-65 age group.

Similarly, psychological and economic violence was most prevalent in schools and digital environments. Women experienced violence at a higher rate than men in these areas as well; psychological violence was particularly common in the 35-44 age group in the digital environment.

The study revealed that the vast majority of participants believed they knew the types of violence they encountered and where to request for help. Both women and men reported having this information, with the 54-65 age group being the most prominent among this group.

However, a significant degree of ambivalence was observed among participants regarding the existence of mechanisms to combat violence against women in the district. Particularly among women, negative opinions about the adequacy of these mechanisms outweighed positive opinions. When examined by age group, participants in the 45-54 age group indicated a higher percentage that did not find these mechanisms adequate.

Participants generally expressed a positive perception of our municipality's efforts to ensure gender equality. The most positive feedback came from participants in the 54-65 age group.

Regarding the existence of child abuse prevention efforts within our municipality, the majority of participants stated that these efforts "partially exist." However, overall, the opinion that these efforts do not exist is the second most prevalent view. Participants in the 45-54 age group, in particular, expressed more negative opinions on this matter.

When evaluating the overall satisfaction level and adequacy of participants regarding health services in our municipality, while ambivalence was noted among participants regarding the existence of psychological support mechanisms, the majority believed that these mechanisms were available.

Regarding information and awareness activities related to women's health, participants' responses were concentrated on "partially" and "yes" options. The perception that access to health services in the district being easy was indicated by a high percentage of respondents. This view was particularly strong among women, and was also emphasized as easy by participants with at least one disability.

A large majority of participants stated that they did not experience discrimination based on their gender when accessing healthcare services. There was general satisfaction regarding the breast cancer screenings conducted by the municipality. However, it was noted that both genders requested that HPV and HIV tests be conducted anonymously.

When participants evaluated the adequacy and satisfaction level of the educational services in our municipality, some remained undecided regarding the adequacy of vocational skills courses, but a significant portion stated that they found these courses insufficient. Although the rates showed that culture, art, and hobby courses were more adequate than vocational skills courses, it was noteworthy that the number of participants who did not find these courses adequate was higher.

Regarding whether the municipality provides sufficient support for the schooling of girls and boys, opinions among participants were largely undecided. Both women and men shared similar views on this matter. A large majority of participants stated that they believed they were aware of human rights. However, the opinion that the number of kindergartens in the district was insufficient was frequently expressed among the participants.

When participants evaluated the adequacy and satisfaction level of employment services in our municipality, it was found that the majority believed gender was a significant factor in the recruitment processes. A large majority also believed that the municipality was aware of the difficulties women face in the workplace and would raise this issue when necessary. Childcare support for those providing childcare was found to be insufficient or inadequate. Negative or undecided opinions were prevalent regarding the municipality's insufficient support for those providing care to adults in need. A general consensus was that support and guidance for women's entrepreneurship and employment were only partially adequate. Support for youth entrepreneurship and employment was widely perceived as insufficient or limited. Equally distributed opinions indicated that employment support for the elderly and disabled was either non-existent or limited.

When the adequacy and satisfaction level of participatory activities in our municipality were evaluated by the participants, the view that women and men are equal before social laws was prevalent among both women and men. The judgment that decisions in urban life are made by men was largely expressed with expressions of partial or complete disagreement. Opinions indicating that women tend to participate partially in the city's decision-making processes, while men do not participate at all, were slightly ahead. It was found that the vast majority of opinions stated that they did not experience discrimination based on their gender when participating in decision-making processes. Furthermore, it was observed that both women and men stated at very high rates that they did not experience discrimination based on their gender when benefiting from municipal services.

According to data obtained from the "Address-Based Population Registration System" database, the population of Maltepe District in 2024 was 524,921. In 2023, a decrease of 5,407 people, or -10.3%, was observed in Maltepe's population. 3.34% of Istanbul's residents

live in Maltepe. According to Turkish Statistical Institute (TÜİK) data, Maltepe is the 8<sup>th</sup> largest district of Istanbul.

## 4.2. Local Equality Action Plan Workshop



### GOAL

The goal is to prepare the Maltepe Municipality 2025-2029 Local Equality Action Plan using participatory methods, tailored to needs, and within the framework of a democratic local governance approach.

### OBJECTIVE

The objective is to reach an expert minority representing 90 people through qualitative research methods within the scope of the 999P participatory mechanism developed by Maltepe Municipality. The workshop aims to include associations, women's organizations, universities, foundations, individual citizens, and groups experiencing discrimination as part of this expert minority.

### METHODOLOGY

The 2025-2029 Local Equality Action Plan Workshop was held on Wednesday, December 4, 2024, at the Türkan Saylan Cultural Centre. The existing and systematically updated list of civil society organizations was used as part of the stakeholder analysis. Invitations were sent via e-mail to organisations on the list, which includes all social groups such as women, children, people with disabilities, LGBT+, the elderly, and migrants. The workshop's visibility and dissemination were carried out through our press and publications department. Announcement posts were published on social media and the website. Additionally, a digital registration form was prepared for those who would participate in

the workshop. A total of 60 individuals/organisations filled out the workshop registration form, whereas 40 individuals/organisations participated. Those who participated without applying were also added to the list and their information was collected. The workshop environment consisted of a chaotic arrangement involving civil society and municipal units.

The workshop was conducted within the framework of the six objectives defined in the local equality action plan. These objectives were identified as *participation and urban life, health, employment, violence and security, and education*. A separate table was formed for each objective, with a balanced distribution of municipal staff and civil society representatives. Each group presented their findings on the relevant theme for 45 minutes, and group spokespersons presented their work at the end of the workshop. The area of "intra-institutional equality" was addressed through separate interviews with institutional staff, and goals were established using data from the previous research.

## Findings

### Violence and Security

#### Problems and Proposed Actions<sup>2</sup>

**P.1.** Lack of policy and attitude documents on combating violence against women

*The problem has been stated, but no solution proposals have been offered.*

**P.2.** The municipality's solidarity hotline is not operational after 7 PM.

**P.2.A.1.** Solidarity lines should be organized to operate 24/7.

**P.3.** Lack of a unit to combat violence

**P.3.A.1.** Establishing a violence prevention unit within the municipality and employing experts in the field.

**P.4.** Absence of a local violence hotline

**P.4.A.1.** The local violence hotline should be established in multiple languages and operate 24/7.

**P.5.** Lack of women's shelters

**P.5.A.1.** Establishing suitable conditions for opening women's shelters and collaborating with institutions in this respect.

**P.6.** Exclusion of refugee and LGBTQ+ groups from the studies

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<sup>2</sup> For the entire Problems and Proposed Actions bullet points, P refers to 'Problems' and A refers to 'Actions'.

**P.6.A.1.** Reaching out to, connecting with, and involving LGBTQ+ individuals in our work.

**P.6.A.2.** Identifying and including refugees living in the region in the studies.

**P.7.** Lack of a policy document that includes LGBTQ+ individuals.

**P.7.A.1.** LGBT+ friendly municipality protocol can be signed.

**P.8.** Lack of an inclusive definition of violence.

**P.8.A.1.** Defining violence to include all groups that are subjected to discrimination.

**P.9.** Lack of a policy document on combating discrimination.

**P.9.A.1.** A policy document on gender equality can be created.

**P.10.** Increased incidence of violence during disasters and crises, and the fact that this is not seen as a priority area for intervention.

**P.10.A.1.** When creating disaster and risk maps, a gender equality perspective should be adopted and budget allocated for emergency responses and post-disaster periods, also general recommendation numbered 37 of the CEDAW convention should be followed.

**P.11.** Employees are unaware of municipal regulations.

**P.11.A.1.** Social workers and lawyers should be employed.

### **Other Recommendations**

- Conducting neighbourhood studies and preliminary field assessments to identify priority neighbourhoods in the fight against violence
- Explaining the services provided by the municipality in schools, neighbourhood head offices, and community-based neighbourhoods
- Expanding the target audience and organizing special information programmes in socio-economically disadvantaged areas
- Implementing pre- and post-violence measures holistically in the fight against violence
- Preparing and implementing a policy document on combating violence
- Providing training on Law No. 6284 to all personnel
- Conducting awareness campaigns through family health centres and community mental health centres
- Preparing a comprehensive and empowering support map for combating violence
- Establishing a monitoring process for the trainings provided



## Health

### Problems and Proposed Actions

**P.1.** The lack of accessibility to HPV vaccines and insufficient information about the vaccine provided by gynaecologists.

**P.1.A.1.** HPV vaccines should be provided free of charge.

**P.2.** Lack of knowledge regarding women's health.

**P.2.A.1.** Organizing women's health training programmes in collaboration with the Turkish Family Planning Foundation (TAPV).

**P.2.A.2.** Preparing a booklet on women's health using diagrams that everyone can understand and distributing it through local administrative offices.

**P.3.** Lack of sufficient information campaigns regarding menopause.

**P.3.A.1.** Inclusion of clauses regarding menopause awareness in the collective bargaining agreement.

**P.3.A.2.** Organizing information seminars for women about menopause.

**P.4.** Menstrual poverty, difficulty accessing menstrual products such as pads, tampons, and hygiene kits.

**P.4.A.1.** Providing periodic menstruation kits, birth control devices, and hygiene kits to low socio-economic groups.

**P.5.** Language barrier issues for immigrants in health and social services.

**P.5.A.1.** Providing multilingual services, the Medical Centre and social support services should have interpreters for immigrant groups.

**P.6.** The difficulties LGBT+ individuals face in protecting their identities and accessing healthcare services.

**P.6.A.1.** Providing the right to examination and diagnosis (HIV testing, etc.) without the obligation to share personal information.

**P.7.** Insufficient access to healthcare services for individuals with disabilities.

**P.7.A.1.** Increasing the number of service vehicles equipped with lifts to facilitate transportation for disabled individuals.

**P.8.** Obesity, diabetes, and the problem of access to healthy food.

**P.8.A.1.** Efforts should be made to increase urban gardens and promote healthy eating.

**P.8.A.2.** Increasing the number of sports facilities for an active lifestyle.

**P.9.** The inadequacy and inaccessibility of psychological support mechanisms.

**P.9.A.1.** Developing psychological support mechanisms and opening community mental health centres.

## Education

### Problems and Proposed Actions

**P.1.** Inequality of opportunity in education and the fact that education is fee-based.

**P.1.A.1.** The trainings are offered free of charge without compromising on discipline.

**P.1.A.2.** Efforts should be made to ensure equal opportunities in education for girls and disadvantaged groups.

**P.2.** Inadequate nutrition in school-aged children and the resulting negative impact on the child's developmental areas.

**P.2.A.1.** Small kitchen units can be established on a neighbourhood basis, where residents can cook meals for children; this opportunity can also be turned into a new employment area.

**P.3.** The inadequacy of the quality of vocational skills and training courses.

**P.3.A.1.** Providing participants with qualified professional skills upon completion of the courses, issuing certificates, and creating mechanisms that allow them to transform their skills into economic gain.

**P.3.A.2.** As part of a social responsibility project, employment opportunities are created by developing collaborations with various brands and companies.

**P.4.** Failure to raise awareness of gender equality among children through schooling.

**P.4.A.1.** Adding gender equality training to the educational programmes of the municipality and private nurseries in the district, and integrating it into daily life to change behaviour.

**P.5.** The absence of a gender equality perspective in all units of the municipality.

**P.5.A.1.** Organizing in-service training on gender equality for all units, especially municipal field staff.

**P.6.** The lack of a unit where citizens can obtain information regarding human rights and women's rights.

**P.6.A.1.** Establishing a unit comprised of experts in human rights and women's rights, and providing support to citizens who apply for assistance.

## **Participation and Urban Life**

### **Problems and Proposed Actions**

**P.1.** The lack of integration of local equality action plans with the strategic plan and the absence of a monitoring mechanism.

**P.1.A.1.** Making the Local Equality Action Plan binding with the Strategic Plan.

**P.2.** The failure of analyses is due to insufficient data collection mechanisms, monitoring studies, and indicators.

**P.2.A.1.** Establishing monitoring mechanisms and ensuring active monitoring through cooperation with civil society.

**P.3.** The disruption of impact analysis and data monitoring of the studies conducted.

**P.3.A.1.** Establishing data collection mechanisms

**P.3.A.2.** The analysis studies should be carried out jointly with all units of the municipality, and data sharing should be ensured between units.

**P.4.** The lack of knowledge about the stages of the participation processes, the absence of a holistic participation process, the inadequacy of communication mechanisms regarding participation, and the inability to observe the inclusiveness of participation are all contributing factors.

**P.4.A.1.** Strengthening and activating the City Council mechanism.

**P.4.A.2.** Participation should not be limited to one-sided request submission; feedback should be provided to those involved in the request, suggestion, and participation processes.

**P.4.A.3.** Coordinated progress of units and personnel working on the participation processes within the municipality.

**S.4.E.4.** Establishing communication mechanisms for the participation process from the initial stage and using feedback mechanisms at every stage of the process.

**P.5.** The municipality's insufficient cooperation with NGOs and its prejudiced approach towards NGOs, as well as its inability to engage in stakeholder collaboration.

**P.5.A.1.** Firstly, municipal units should adopt a stakeholder-based working system, and for this, in-service training should be carried out urgently under the coordination of the relevant directorate, with the participation of other directorates.

**P.6.** Lack of access to information on how individuals and different groups can participate in the decision-making processes.

**P.6.A.1.** The process can be resolved through public consultation and social media.

**P.7.** The inability to include groups with different socio-economic levels and other diverse groups within society in the processes.

**P.7.A.1.** The concept of a community centre and the creation of an organized society through this model.

**P.7.A.2.** Increasing the capacity of the social policy and equality unit.

**P.8.** Failure to address specific needs such as language, gender, and disability creates obstacles to participation.

**P.8.A.1.** Improving the participatory units in terms of inclusivity and accessibility.

**P.8.A.2.** Making neighbourhood meetings a regular occurrence, ensuring that the meetings are accessible and sustainable.

**P.8.A.3.** Collaboration between the city council and neighbourhood units.

**P.8.A.4.** Studies should be conducted as needed, taking differences into account.

**P.9.** In participation processes, the quantitative aspect of data remains unchanged, and its qualitative aspect is not adequately examined.

**P.9.A.1.** Conducting effective monitoring studies in the field of participation.

**P.10.** The concept of gender is approached through the binary gender model, failing to include other gender identities.

**P.10.A.1.** Expanding gender and sexual identity definitions and incorporating them into the decision-making processes.

**P.11.** The failure of gender equality-based anti-discrimination studies to be reflected in practice.

**P.11.A.1.** Implementing and continuing the work that has been carried out.



## Employment

### Problems and Proposed Actions

**P.1.** Women's inability to participate in employment due to childcare, domestic work, and various other reasons preventing them from leaving their home.

**P.1.A.1.** The municipality providing services to alleviate the burden of caregiving on women providing care.

**P.1.A.2.** Empowering women in digital spaces, providing support in branding and product diversification.

**P.2.** Women's inability to participate in employment due to traditional gender roles

**P.2.A.1.** In collaboration with the Parks and Gardens Directorate, carrying out projects in areas such as landscaping and greenhouse farming, and providing women's employment (part-time employment may be possible, as it's duration may facilitate women's participation in employment).

**P.2.A.2.** Organizing seminars/training sessions to break down traditional perspectives on women.

**P.2.A.3.** Disseminating inspiring stories that empower women, and creating a magazine showcasing the life and success stories of women participating in the workforce.

**P.2.A.4.** Providing employment for women in supportive roles to break down traditional gender roles (driver, plumber, auto mechanic, home repair, carpenter, etc.)

**P.2.A.5.** Awarded honorary certificates such as "Purple Flag" and "Egalitarian Workplace" to businesses in the district that employ more than 50% women.

**P.2.A.6.** Businesses in the district receiving a tax reduction if more than 50% of their employees are women.

**P.3.** In recruitment processes, pregnancy status of women candidates may be an obstacle to hiring, and they may face discrimination because of their gender.

**P.3.A.1.** Making all efforts aimed at increasing women's employment visible and ensuring their continuity.

**P.3.A.2.** Local governments establishing women's cooperatives and prioritizing these cooperatives in any activity.

**P.4.** Women's exposure to economic violence

**P.4.A.1.** Providing training on women's economic rights and protecting their rights.

**Other Recommendations**

- Creating a poverty map of the district
- Identifying and reducing informal and precarious employment
- Analysing needs through neighbourhood-based studies and encouraging women to enter these sectors
- Establishing workshops for women entrepreneurs and securing grants through collaboration with other institutions
- Enabling young women students to obtain funding/scholarships through participation in local government social responsibility projects
- Implementing projects such as knowledge transfer from generation to generation

**Evaluation**

The Maltepe Municipality 2025-2029 Local Equality Action Plan Workshop received little interest from external stakeholders; only one-third of the invited stakeholders attended. Half of the workshop participants were from civil society organizations, while the other half were municipal staff, creating a balanced and coherent structure.

The Violence and Security Working Group, one of the areas of the local equality action plan, has recommended the establishment of a violence prevention unit and the conduct of violence prevention work by experts as part of the preventive/protective efforts against violence against women. Organizing awareness training on gender-based violence prevention and conducting these trainings in co-operation with institutions in the district is considered important to ensure reach for everyone. It has been stated that holistic service policies should be implemented both before and after violence in the fight against violence. The lack of policy and attitude documents on combating violence against women and discrimination has been identified as a deficiency. Furthermore, the establishment of a multilingual local violence hotline and a women's shelter, operating 24/7, has been highlighted as a priority/urgent measure to combat violence against women. Inter-institutional co-operation among stakeholders has been suggested to find a solution to the inability to open a women's shelter due to both legal and physical limitations. Additionally, it is necessary to include violence cases among the priority intervention areas in planned and designed disaster and crisis situations and to take precautions accordingly. The low participation of different social groups in the work carried out has been highlighted, and the need to increase their representation has been emphasized.

The health working group stated that ensuring accessibility to healthcare services requires a multilingual approach, physical accessibility of healthcare facilities, and respect for the

identity of LGBTQ+ individuals. It recommended developing collaborations with institutions to provide health education and services to both women institutional staff and women in the district in the areas of women's reproductive health, menstruation, menopause, and free HPV vaccination. Furthermore, it was deemed important to develop services addressing menstrual poverty, including the provision of free sanitary pads, tampons, and hygiene kits to women by the municipality. The role of urban gardens in promoting healthy bodies and access to healthy food was considered important, and an increase in sports facilities was recommended to encourage an active lifestyle.

The education working group stated that the most important step in education is ensuring equal opportunities. The schooling of girls, and especially children experiencing multiple forms of discrimination, was highlighted as a priority. It was determined that developing neighbourhood-based solutions to the nutritional problems of school-aged children would be both appropriate and feasible on a small scale. Furthermore, incorporating gender equality into the educational curriculum from a young age (nursery, kindergarten, primary school, etc.) should aim to instil a sense of equality in children and transform their behaviour.

The participation working group emphasized that all units within the municipality conducting participatory activities should work with a coordinated and holistic approach. They also recommended the establishment of systematic data collection mechanisms and the facilitation of data sharing between units. It was revealed that increased cooperation with civil society organizations and ensuring participation encompassing all social groups and their needs are important. The establishment of community centres to increase participation at the neighbourhood level and create an organized community structure was also suggested.

The employment working group found that local governments should play a role in removing obstacles to women's participation in the workforce, such as care work and gender roles, and that they should carry out initiatives to increase women's employment. It was suggested that businesses in the district that employ more than 50% women should be offered tax breaks and gender equality certifications to encourage women's employment.

### **4.3. Internal Focus Group Discussions**

Internal focus group discussions were conducted within Maltepe Municipality as part of the Budget-It project. Maltepe Municipality became a stakeholder in the BUDGET-IT project, an EU project aimed at creating mechanisms to ensure gender equality within the institution in the field of employment. BUDGET-IT is a three-year project with a total of nine partners, including five universities and four municipalities. The project partners are from five countries: Italy, Spain, Serbia, Bosnia and Herzegovina, and Türkiye. The aim of the project is to achieve institutional transformation towards gender equality through

budgeting. Kadir Has University is another project partner in Türkiye. As an output of the BUDGET-IT project, a gender-based budget and a gender equality action plan have been created. Focus group discussions for internal personnel were planned within the scope of the BUDGET-IT project. These focus group discussions aimed to determine the views, experiences, and findings of personnel regarding gender equality within the institution, providing guidance for the institution's policies.

## Goal

Within the scope of the BUDGET-IT project, an internal gender equality survey was deemed necessary to identify inequalities within the organization, to consider these inequalities when preparing a local equality action plan, and to create new corporate policies.

## Objective

Focus group discussions aimed to identify staff members' views, experiences, and observations on gender equality within the organization, providing guidance for the institution's policies and were conducted under three main headings;

- The institution's gender equality policies, gender perception and internal behaviour,
- Employment and wage policies,
- Social Rights and Leave Policies.

Focus group interviews were conducted with three different groups. To facilitate the comfortable expression of the institution's personnel, no audio, video, or visual recordings were taken during the interviews, and participant names and departments were not used in the research report.

**1<sup>st</sup> Group**, focus group interview participants were selected considering the intersection of gender and educational status, and consisted of 5 women civil servants with a bachelor's degree or higher. The research employed a qualitative research design, specifically a phenomenological approach. The data collection technique used was the "focus group interview" method. The interview form was unstructured; participants were asked 17 open-ended questions related to gender equality, and in-depth data was obtained. The interviews were conducted with 5 individuals employed as civil servants under Law No. 657 within the institution, using criterion sampling. The interviews lasted approximately 60 minutes and were conducted face-to-face.

**2<sup>nd</sup> Group**, A qualitative research design, specifically the phenomenological approach, was used in this study. The data collection technique employed was the "focus group interview." The interview form was unstructured, and participants were asked 17 open-ended questions related to gender equality. The interview was conducted with 8 individuals of companies under the Decree Law No. 696 and working as office personnel in the institution using

criterion sampling. The interview lasted approximately 70 minutes and was conducted face-to-face.

**3<sup>rd</sup> Group:** A qualitative research design, specifically the phenomenological approach, was used in this study. The data collection technique employed was the focus group interview. The interview form was unstructured, and participants were asked 17 open-ended questions related to gender equality. The interview was conducted with 6 individuals of companies under Decree Law No. 696 and working as field personnel in the institution holding a high school diploma, using criterion sampling. The interview lasted approximately 60 minutes and was conducted face-to-face.

*Table 7. Focus Group Discussions Participant Profile Information*

Focus Group Discussion No.	Focus Group Meeting Date	Focus Group Discussion Duration	Participant Profile	Age Group	Number of Participants
1 <sup>st</sup> Focus Group	06.11.2023	1 Hour	Bachelor's degree or higher, Civil servant, Women	33 – 61	5
2 <sup>nd</sup> Focus Group	07.11.2023	70 Minutes	Office Personnel of a company employed under Decree Law No. 696	25 - 41	8
3 <sup>rd</sup> Focus Group	08.11.2023	1 Hour	High school graduate, field staff member of a company employed under Decree Law No. 696	29 – 49	6

### General Evaluation

Within the scope of the Budget-It project, three different focus group interviews were conducted with the staff of Maltepe Municipality. While the participant profiles differed, similarities were found in the results. The lack of awareness about gender equality activities and plans within the institution, along with weak dissemination mechanisms, indicates that the staff's lack of personal research and investigation also hinders widespread adoption. Strengthening internal communication mechanisms and relationship networks is necessary.

The perception of equality within the institution was largely associated with status, hierarchy, and equal pay. It was found that gender discrimination was not the case in recruitment and appointments to managerial positions, and that various social and political

factors were influential. However, the perception emerged that selection for managerial positions depended on the unit and the personnel profile within that unit, with a strong emphasis on male managers in autocratic, male-dominated, and discipline-requiring units. The study revealed that participants' opinions and views were valued in the work environment regardless of gender. Evaluations and comments regarding the performance of heavy and dangerous tasks were made solely from the perspective of women personnel; the ability and inability of male personnel to perform certain tasks were not discussed. While the view that heavy and dangerous tasks could be performed by women depending on their willingness was prominent, the majority of men participants believed that women could not perform such tasks. In both personnel and new hires, individuals could be directed to relevant units based on their knowledge, skills, and interests, thus ensuring equal opportunities. Regarding the institution's wage policies, it was found that civil servants received salaries according to their profession, education level, and rank, and that there was no wage inequality. However, it was found that while company office staff with the same education level and profession receive the same salary, individuals doing the same job do not receive the same salary due to differences in educational background, and company field personnel with the same education level receive the same salary.

It was determined that the institution has policies aimed at gender equality, such as providing women with leave and extra pay on March 8<sup>th</sup>, International Women's Day, and granting women staff one day off each month during their menstrual period. Focus group participants stated that the March 8<sup>th</sup> Women's Day leave and pay for women staff creates inequality compared to male staff, and that a Men's Day should be promoted and incorporated into policy. The fact that the dress code implemented in the institution is enforced primarily through women staff, while the attire of men staff is not given much consideration, is among the inequalities faced by women.

An evaluation of the institution's social rights and leave policies revealed that, in general, pregnancy, childbirth, and breastfeeding leave are included in the institution's policy, and the leave periods are sufficient and appropriate for women staff. However, it was also found that paternity leave is insufficient and ineffective, and its duration should be increased. It was determined that while the institution facilitates leave for caregiver/child-caring staff for school, hospital, special occasions, etc., and that they are entitled for leaves, this is at the discretion of the management, and that there is no systematic structure in this respect. Considering that this discretion may change with a change in management, a policy should be developed regarding the leave processes for caregivers.

## 4.4 Internal Gender Equality Survey

### Goal

As part of the Budget-It project, a research survey form was designed and administered by all project stakeholders to reach more people employed within the organization, measure gender equality within the organization, and develop policies based on the data obtained.

### Methodology

The research survey conducted within the scope of the Budget-It project was created by determining question codes through the GEAM (Gender Equality Audit and Monitoring) survey system. The technological and information infrastructure of this survey was developed within the framework of the European Union acquis and the GEAM (Gender Equality Audit and Monitoring) survey system, and personal data was processed within the framework of the data protection policy. Since the survey was to be implemented jointly with all partner organizations, each institution made certain adjustments to the questions according to its own local culture. The survey form contains a total of 30 questions while Maltepe Municipality aimed for 180 of its personnel to complete the research survey. The survey was sent to all departments with a cover letter. However, due to difficulties in distributing the survey internally, only 101 people participated. The research questions were prepared under 7 headings.

- Population structure,
- Recruitment and promotion,
- Working conditions and work-life balance,
- Working conditions and parental leave,
- Organizational culture and gender equality,
- Organizational culture and work culture,
- Behaviour, bullying, harassment, and microaggressions

### Evaluation

A study conducted on the personnel of Maltepe Municipality revealed that more than half of the participants were women, the average age was between 31-50, and the majority were married. A large proportion of the participants held a bachelor's degree, with a higher percentage of them being women. Nearly half of the participants identified themselves as part of a minority or ethnic group, while one-third identified themselves as belonging to the majority. The majority of participants were found to have no disabilities. Regarding their positions within the institution, the majority of participants worked as labourers in enclosed spaces. Looking at the promotion processes in the workplace, a large majority were not encouraged to apply for higher positions, with male participants being more prominent

among those who were encouraged. To motivate employees, ensure they receive fair compensation for their work, and increase productivity, management could increase promotion incentives. These incentives and support should be applied to both men and women personnel without gender discrimination. In this sense, establishing gender quotas could help prevent inequality.

While the majority of research participants were not found to be responsible for caring for an adult, it was observed that one-third of the participants provided adult care. Similarly, although more than half of the participants were not responsible for caring for a child under 18, almost half were caregivers, with the majority of caregivers looking after one child, and women providing childcare being more common. The number of single women caring for children under 18 was twice that of men participants. Facilitative mechanisms should be established for employees providing childcare in a way that does not disrupt institutional operations.

When the work-life balance and working conditions of employees are examined in the context of gender, it has been found that women more frequently struggle and become tired in allocating time to home life and completing tasks after work, while men experience difficulties less frequently. Similar to work life, female participants were more likely to go to work tired due to responsibilities and housework, while male participants experienced fatigue less frequently. Half of the employees stated that they did not have difficulty concentrating on work due to personal responsibilities; however, in the other half, women experienced this more frequently, even several times a week, while men experienced it at longer intervals. According to these findings, women take on more responsibility in establishing work-life balance, and therefore experience fatigue more frequently. Increasing gender equality efforts and structuring the division of labour could prevent this inequality.

The study revealed that half of the participating employees were satisfied with their jobs, a quarter were not, and the rest were undecided about their job satisfaction. On a monthly basis, it was found that men were five times more likely than women to work weekends and more than 10 hours a day. While working hours and schedules can vary depending on various job descriptions, this inequality is evident even for the same job description. Working hours and weekend shift arrangements should be adjusted taking this factor into account.

An evaluation of the institution's working conditions and parental leave rights revealed that female employees utilized parental leave the most. It was found that employees have two types of leave rights -paid and unpaid-, and only female employees use both paid and unpaid leave during the parental leave period. Half of the male employees and more than half of the female employees had used their parental leave rights before 2019. It was determined that half of the employees were unaware of the feasibility of options such as participation in important events to maintain interaction with the institution before or during parental

leave, flexible working models, workload reduction, annual performance criteria, extension of existing work deadlines, and health assessments; and those who were aware did not utilize these options. The number of employees who actually used these options was observed to be quite low. It was found that the institution offers childcare facilities, but many employees do not use this service. To increase awareness of the services offered and the activities carried out by other units within the institution, regular meetings could be held, and informational e-mails could be sent to employees.

Three-quarters of employees stated that their organization was prepared for their return from parental leave. Furthermore, the organization was found to be quite helpful in maintaining contact with the company during their leave. Male employees felt the organization was helpful with flexible work arrangements, while female employees felt it was less helpful. Regarding on-site childcare, the organization provided assistance to employees, while a quarter of women employees felt it provided no assistance at all, and a third of men employees felt it was impractical. Men felt the organization was helpful in temporarily reducing workloads, while women felt it was less helpful. Regarding extending existing deadlines, annual performance criteria, and health and safety assessments, women felt the organization was very helpful, while male employees perceived it as less helpful. It was found that men and women employees had different experiences with the organization during the parental leave process, leading to differing opinions.

When the institution's attitudes towards gender equality are evaluated, the majority of employees believe that the institution supports equality in terms of gender equality, equal treatment, and gender sensitivity. It was found that one-third of employees disagree with the views on equality, and less than one-third are undecided about the institution's attitudes in this respect. Regarding gender-related biases within the institution, employees' experiences revealed negative impacts of gender roles, societal prejudices, the one-sided application of dress codes to female personnel, unequal division of labour, workplace harassment, and difficulties experienced during pregnancy. The institution needs to ensure that dress codes are applied equally to everyone and that inspections are conducted for all. Awareness campaigns should be conducted on the redesign of gender roles in a way that supports equality, and collaboration with civil society organizations working in this field should be established. Awareness dissemination activities should be carried out through the media to break down gender-based societal prejudices and change perceptions.

In evaluating statements regarding the organization and work culture, it was found that employees were not evaluated based on factors such as emotional expression in the workplace, physical characteristics, requesting leave, and belonging. Furthermore, the data revealed that employees were generally not held responsible for problems beyond their control, and that the decision-making mechanism within the organization was not solely composed of men. A common belief among employees was that those who did not mix their personal and professional lives would be more successful. Male employees, in particular,

stated that they considered themselves to be at the same professional level as female employees performing the same job, while a quarter of female employees believed they needed to work harder to be considered equally professional despite doing the same work. It was found that most male and female employees underestimated their own achievements in their jobs. Regarding promotion and advancement opportunities, half of the women and a quarter of the men felt they were not subject to the same standards as others. It was found that women managers in the organization mostly supported employees in their efforts to succeed, but according to half of the women employees, they did not provide sufficient support. The vast majority of employees stated that they were not excluded from leadership activities due to their gender, while a quarter of men employees stated that they were. Additionally, it was found that male employees were more often recommended for leadership positions than female employees. Studies have shown that male employees speak out as much as female employees against problems they face in the workplace, but it is always the women who speak out the most.

Within the organization, 20% of female employees and 21% of male employees reported experiencing harassment, bullying/mobbing, and so forth. 14% of female employees remained neutral, refusing to comment on whether they had experienced harassment or bullying. It was found that most of those who experienced harassment or bullying did not want to disclose who perpetrated it. According to the reports, employees were most often harassed and bullied by colleagues and superiors. Employees faced difficulties related to issues such as involuntary job and workplace changes, negative management attitudes towards mobbing and violence, lack of support among same-sex colleagues, discrimination among personnel, incompetent hiring practices, and the absence of preventative measures against mobbing and harassment. Establishing a unit where victims of harassment and mobbing can directly report incidents, and creating and implementing institutional preventative measures and sanctions, could prevent this situation. Those who are bullied could have their workplaces changed at their own request, or the bullies could be transferred to other locations. Starting from management, awareness-raising activities on gender equality should be organized within the institution, and gender equality should be considered in matters such as recruitment, job assignments, and promotions. To ensure a supportive work environment, team-building and bonding events can be organized for the institution's personnel.



**KATILIMCILIK  
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Goal 1.	To increase the participation of all social groups in the decision-making mechanisms and urban life.											
Objective 1.1	To create systematic mechanisms to increase the participation of all social groups, especially women, in the decision-making mechanisms and urban life.											
Activity No	Activity	Indicator	2025	2026	2027	2028	2029	Impact on Objective (%)	Responsible Unit	Supporting Institution/Collaborating Stakeholder	Budget	Source
1.1.1	Ensuring that participation is strengthened and activated through City Council assemblies.	Number of activities carried out with the City Council	3	3	3	6	6	9%	Directorate of Women and Family Services	All units / City Council	£1.705.000,00	LEAP Workshop
1.1.2	Ensuring participation through a two-way communication model and providing feedback on the participation process.	Number of reports published for feedback.	4	3	4	3	3	6%	Strategy Development Directorate	All units	The responsible unit's budget will be used. .	LEAP Workshop
1.1.3	Identifying the units and personnel responsible for conducting participatory processes within the municipality.	Number of personnel designated as participation coordinators	60	60	60	60	60	7%	Strategy Development Directorate	All units	The responsible unit's budget will be used. .	LEAP Workshop
1.1.4	Organizing training sessions on participation processes, accessibility, and inclusion for units conducting participatory work.	Number of personnel who participated in the trainings	15	20	25	30	35	8%	Strategy Development Directorate	All units	The responsible unit's budget will be used. .	LEAP Workshop
1.1.5	Publication of a "Guide to Participation in the Decision-Making Mechanisms" for different social groups.	Number of published guides	0	0	1	0	0	7%	Strategy Development Directorate	Press and Publication Directorate / Public Relations Directorate	The responsible unit's budget will be used.	LEAP Workshop

1.1.6	Increasing the staff capacity of the Social Policy and Equality Unit.	Number of trainings received in social policy	10	10	15	15	20	6%	Human Resources and Training Directorate	Strategy Development Directorate / NGO's	The responsible unit's budget will be used.	LEAP Workshop
1.1.7	Creating, pruning, and cleaning trees and greenery in parks, gardens, and roadsides by taking into account the problems faced by disadvantaged individuals.	Urban awareness workshop for field personnel.	1	2	2	2	2	6%	Human Resources and Training Directorate	Parks and Gardens Directorate / Public Affairs Directorate	The responsible unit's budget will be used.	Strategic Plan Workshop
1.1.8	Adding voice narration, subtitles, and language options to content shared on digital platforms.	Number of "Inclusive and accessible media workshops" conducted with press personnel.	0	1	0	1	0	8%	Press and Publications Directorate	Strategy Development Directorate	The responsible unit's budget will be used.	Accessibility Workshop
1.1.9	Designing inclusive "Youth Spaces" for work and socialization in social facilities.	Number of youth spaces	1	1	1	1	1	7%	Library Directorate / MATAŞ	Strategy Development Directorate	The responsible unit's budget will be used.	Youth Strategy Workshop
1.1.10	Social support services prioritizing different gender roles and women's socioeconomic status.	Number of revised application forms	0	1	0	0	0	9%	Social Support Services Directorate	Directorate of Women and Family Services	£0,00	Neighbourhood Head Workshop, LEAP Workshop

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1.1.11	Creating versions of publications that children can understand and participate in.	Number of child-friendly publications	20	20	0	20	20	10%	Press and Publications Directorate	Nursery School Directorate / Strategy Development Directorate	The responsible unit's budget will be used.	Accessibility Workshop
1.1.12	Identifying municipal buildings with accessibility issues.	Number of "Accessibility Reports" prepared for municipal buildings.	1	0	0	0	0	8%	OHS unit	Department of Public Works / Department of Support Services	The responsible unit's budget will be used.	Workshop, Children's Workshops
1.1.13	Ensuring that childcare is shared equally among mothers/fathers/caregivers, organising training programmes for men.	Number of people participating in the paternal support programme	40	40	40	40	40	%9	Directorate of Women and Family Services	Strategy Development Directorate	£2.000.000,00	GE Stakeholder Survey



**İSTİHDAM**

Goal 2.	Directorate of Women and Family Services											
Objective 2.1.	To enable women, especially disadvantaged women who face multiple forms of discrimination, to participate in employment.											
Activity No	Activity	Indicator	2025	2026	2027	2028	2029	Impact on the Objective (%)	Responsible Unit	Supporting Institution/Collaborating Stakeholder	Budget	Source
2.1.1	Allocating quotas in municipal nurseries to enable women who have left shelters to participate in employment.	Percentage of allocated quota in municipal nurseries	10%	10%	10%	10%	10%	30%	Nursery School Directorate	Directorate of Women and Family Services	The responsible unit's budget will be used.	Neighbourhood Head Focus Group Discussion
2.1.2	Establishment of a Women's Entrepreneurship Production and Business Cooperative and preference for this cooperative in any activity.	Established Women's Entrepreneurship Production and Business Cooperatives	0	0	0	1	0	25%	Directorate of Women and Family Services	Licensing and Inspection Directorate	2.000.000	Workshop
2.1.3	Organizing training programmes to support entrepreneurship for women.	Number of women who received training	50	50	100	100	100	25	Directorate of Women and Family Services	Strategy Development Directorate / NGO's	2.000.000	Workshop
2.1.4	Providing entrepreneurship programmes for young people and mentoring programmes for older individuals, and bringing generations together.	Number of programme participants	20	20	20	20	20	20%	Library Directorate	Directorate of Women and Family Services	The responsible unit's budget will be used.	GE Stakeholder Survey

Objective 2.2.	To remove the barriers of traditional gender roles to employment participation and career choice.											
Activity No	Activity	Indicator	2025	2026	2027	2028	2029	Impact on the Objective (%)	Responsible Unit	Supporting Institution/Collaborating Stakeholder	Budget	Source
2.2.1	Raising awareness among women about working life, free from traditional gender roles.	Number of women attending the GE seminar	200	200	200	200	200	30%	Women and Family Directorate	Strategy Development Directorate / All Units	1.500.000 ₺	Workshop
2.2.2	Conducting awareness campaigns to highlight the presence of women working in heavy and dangerous jobs.	Number of campaigns	1	1	1	1	1	25%	Press and Publications Directorate	All Directorates	The responsible unit's budget will be used.	Budget- IT project, LEAP Workshop
2.2.3	Disseminating inspiring stories that empower women, and to compile and publicize the life and success stories of women participating in employment.	Number of success stories	5	5	5	5	5	10%	Press and Publications Directorate	Women and Family Directorate	The responsible unit's budget will be used.	Workshop
2.2.4	Organizing courses for women in fields such as driving, plumbing, auto repair, home repair, and carpentry, and guiding them towards employment in these areas.	Number of women who received certificates	20	20	40	40	40	35%	Women and Family Directorate	IMM Department of Women and Family Services	2.000.000 ₺	Workshop



**HEALTH**

Goal 3.	To Ensure Access to Healthcare											
Objective 3.1.	To provide information, healthcare services, and facilitate access to healthcare for women, youth, the elderly, LGBTQ+ individuals, and those experiencing multiple forms of discrimination.											
Activity No	Activity	Indicator	2025	2026	2027	2028	2029	Impact on the Objective (%)	Responsible Unit	Supporting Institution/Collaborating Stakeholder	Budget	Source
3.1.1	Making existing municipal service vehicles accessible to disabled individuals in order to facilitate their access to services.	Number of vehicles adapted for disabled people	0	1	1	1	1	7%	Directorate of Transportation Services	Social Support Services Directorate / Directorate of Women and Family Services	The responsible unit's budget will be used.	Workshop
3.1.2	Providing translation support for individuals who require multilingual services.	Number of cases for which translation support was provided	380	390	400	410	420	5%	Public Relations Directorate	Directorate of Women and Family Services	The responsible unit's budget will be used.	LEAP Workshop, Youth Strategy Workshop
3.1.3	Providing the right to examination and diagnosis (HIV, HPV, Hepatitis testing, etc.) without the obligation to share personal information.	Number of anonymous tests conducted	2150	2170	2190	2220	2240	7%	Hospital Directorate	Directorate of Women and Family Services	The responsible unit's budget will be used.	LEAP Workshop, GE Stakeholder Survey
3.1.4	Conducting awareness campaigns about HPV.	Number of HPV seminars	1	1	1	1	0	9%	Directorate of Women and Family Services	Hospital Directorate	2.000.000 ₺	LEAP Workshop, GE Stakeholder Survey
3.1.5	Providing free HPV vaccines to disadvantaged individuals.	Number of people vaccinated	50	50	50	50	50	10%	Directorate of Women and	Süreyyapaşa Foundation /	The responsible unit's budget will be used.	LEAP Workshop, GE

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									Family Services	External Stakeholders		Stakeholder Survey
<b>3.1.6</b>	Organizing women's health training programmes in collaboration with civil society organizations.	Number of women in education	80	80	80	80	50	8%	Directorate of Women and Family Services	Turkish Family Planning Foundation (TAPV)	The responsible unit's budget will be used.	Workshop
<b>3.1.7</b>	Preparing women's health brochures/booklets using diagrammatic illustrations.	Number of women to whom brochures were distributed	0	0	1000	1000	1000	9%	Directorate of Women and Family Services	Press and Publications Directorate	1.705.000 ₺	Workshop
<b>3.1.8</b>	Conducting awareness campaigns regarding the menopause period.	Number of women attending the seminar	200	200	200	200	100	5%	Directorate of Women and Family Services	Hospital Directorate	1.705.000 ₺	Workshop
<b>3.1.9</b>	Addressing menstrual poverty, periodic provision of sanitary pads and hygiene kits to low socioeconomic groups.	Number of women served	50	100	100	100	100	8%	Directorate of Women and Family Services	Hospital Directorate	2.290.000 ₺	Workshop
<b>3.1.10</b>	Creating active living spaces and organizing activities for older women.	Number of activities organized	5	10	15	15	15	4%	Sports Affairs Directorate	Directorate of Women and Family Services	The responsible unit's budget will be used.	Workshop

3.1.11	Establishing urban gardens to promote healthy eating and access to food.	Amount of land used as urban gardens (M <sup>2</sup> )	0	0	200	200	100	4%	Parks and Gardens Directorate	Directorate of Women and Family Services	The responsible unit's budget will be used.	Workshop
3.1.12	Providing sexual health and body awareness training to adults with disabilities.	Number of disabled individuals who received training	20	20	20	20	20	9%	Directorate of Women and Family Services	Bahadır Erdoğan Rehabilitation Centre	1.500.000 ₺	Strategic Plan Workshop
3.1.13	Providing healthcare services based on the principle of gender equality and offering gender equality training to healthcare personnel.	Number of personnel who received training	0	30	0	0	0	6%	Human Resources and Training Directorate	Hospital Directorate	The responsible unit's budget will be used.	Strategic Plan Workshop
3.1.14	Providing family planning, reproductive health, and birth control services.	Number of women served	150	200	200	200	200	9%	Directorate of Women and Family Services	Hospital Directorate	2.330.000 ₺	Strategic Plan Workshop



**EĞİTİM**

<b>Goal 4.</b>	<b>To ensure equal opportunities in education and to improve its quality.</b>											
<b>Objective 4.1</b>	<b>To increase the participation of disadvantaged children, especially girls, in education.</b>											
<b>Activity No</b>	<b>Activity</b>	<b>Indicator</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>2029</b>	<b>Impact on the Objective (%)</b>	<b>Responsible Unit</b>	<b>Supporting Institution/Collaborating Stakeholder</b>	<b>Budget</b>	<b>Source</b>
<b>4.1.1</b>	Providing nutritional support to disadvantaged school-aged children.	Number of people who received child food support packages	100	150	200	250	300	50%	Social Support Services Directorate	Directorate of Women and Family Services	The responsible unit's budget will be used.	LEAP Workshop
<b>4.1.2</b>	The municipality conducting gender equality awareness campaigns in its day-care centres and educational institutions.	Number of information campaigns	12	12	12	12	12	%50	Nursery School Directorate	Library Directorate	The responsible unit's budget will be used.	LEAP Workshop

Objective 4.2	To improve the quality of vocational skills and training courses for women.											
Activity No	Activity	Indicator	2025	2026	2027	2028	2029	Impact on the Objective (%)	Responsible Unit	Supporting Institution/Collaborating Stakeholder	Budget	Source
4.2.1	Providing vocational and skills training courses and certification for women.	Number of Certificates	650	650	650	650	650	20%	Directorate of Women and Family Services	Library Directorate	1.705.000 ₺	GE Stakeholder Survey
4.2.2	Creating employment opportunities for women who complete the training courses by developing cooperation with the private sector.	Number of women who find employment in the private sector	0	0	0	10	10	20%	Directorate of Women and Family Services	Licensing and Inspection Directorate	1.705.000 ₺	LEAP Workshop
4.2.3	Organizing gender equality awareness seminars for the general public.	Number of people who attended the seminar	200	200	200	200	200	20%	Directorate of Women and Family Services	Strategy Development Directorate	1.705.000 ₺	Neighbourhood Head Workshop, Budget-It Project - GE Stakeholder Survey
4.2.4	Providing municipal services and awareness training on gender equality for neighbourhood heads.	Number of training sessions organized	1	1	0	1	0	20%	Directorate of Women and Family Services	Public Relations Directorate	0	Neighbourhood Head Workshop
4.2.5	Creating maternal support programmes to support socioeconomically disadvantaged mothers with children aged 3-6 in their parenting roles.	Number of women who received a certificate at the end of the training	60	60	60	60	60	20%	Directorate of Women and Family Services	Mother and Child Education Foundation (AÇEV)	0	Strategic Plan Workshop
Objective 4.3	To positively support the developmental processes of young people.											

Activity No	Activity	Indicator	2025	2026	2027	2028	2029	Impact on the Objective (%)	Responsible Unit	Supporting Institution/Collaborating Stakeholder	Budget	Source
4.3.1	Organizing awareness training sessions on topics such as growth, development, learning disabilities, anxiety, body image, substance abuse, and peer bullying.	Number of young people participating in the trainings	200	200	200	200	200	100%	Library Directorate	Directorate of Women and Family Services	0	Strategic Plan Workshop



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Goal 5.	To Prevent Violence and Ensure Security											
Objective 5.1.	To develop mechanisms to prevent and combat gender-based violence.											
Activity No	Activity	Indicator	2025	2026	2027	2028	2029	Impact on the Objective (%)	Responsible Unit	Supporting Institution/Collaborating Stakeholder	Budget	Source
5.1.1	Carrying out awareness campaigns aimed at combating violence in collaboration with family health centres and community mental health centres.	Information seminar on cases of violence.	1	1	1	1	1	10%	Hospital Directorate	Women and Family Directorate	The responsible unit's budget will be used.	LEAP Workshop
5.1.2	Identifying socio-economically disadvantaged areas and conducting neighbourhood studies to determine priority neighbourhoods in the fight against violence.	Violence map	1	0	0	0	0	10%	Strategy Development Directorate	Women and Family Directorate	The responsible unit's budget will be used.	LEAP Workshop
5.1.3	Holistic, case-based monitoring of psychological violence processes.	Number of cases being monitored	1000	1000	1000	1000	50	10%	Women and Family Directorate	Hospital Directorate	1.000.000 zł	LEAP Workshop
5.1.4	Increasing the knowledge capacity of personnel working in areas of violence.	Number of trainings	0	1	0	0	0	5%	Human Resources and Training Directorate	Women and Family Directorate	The responsible unit's budget will be used.	LEAP Workshop

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5.1.5	Developing a system for the municipal call centre to be active 24/7 and sensitive to local violence.	Number of systems created	0	0	0	1	0	10%	Information Technology Department	Women and Family Directorate	The responsible unit's budget will be used.	LEAP Workshop, Youth Strategy Workshop
5.1.6	Organizing training programmes for men as part of the fight against violence.	Number of men participating in the training	50	100	100	150	150	10%	Women and Family Directorate	Strategy Development Directorate	1.250.000 ₺	Youth Strategy Workshop Strategic Plan Workshop
5.1.7	Organizing social media campaigns as part of the fight against gender-based violence.	Social media campaign post count	2	2	2	2	2	10%	Press and Publications Directorate	Women and Family Directorate	The responsible unit's budget will be used.	Youth Strategy Workshop
5.1.8	Organizing awareness seminars about types of violence.	Number of people who attended the seminar	100	100	150	150	150	5%	Women and Family Directorate	Strategy Development Directorate	1.000.000 ₺	Youth Strategy Workshop, GE Stakeholder Survey
5.1.9	Conducting awareness campaigns on dating violence and digital violence against young people.	Number of people who attended the seminar	50	50	100	100	100	5%	Library Directorate	Women and Family Directorate	The responsible unit's budget will be used.	Youth Strategy Workshop

5.1.10	Organizing training sessions for women on the topic of "Women's Human Rights"	Number of women participating in the training	25	25	25	50	50	10%	Strategy Development Directorate	Women For Women's Human Rights Association / Women and Family Directorate	0	Youth Strategy Workshop
5.1.11	Increasing the lighting systems in areas such as streets, avenues, and parks.	Number of newly added or renovated lighting elements	300	320	350	380	400	5%	Parks and Gardens Directorate	Strategy Development Directorate / Public Works Directorate	The responsible unit's budget will be used.	Strategic Plan Workshop, Neighbourhood Head Workshop GE Stakeholder Survey
5.1.12	Identifying alternative micro-mobility routes and reporting them to the Istanbul Metropolitan Municipality.	Number of Routes	0	1	1	1	1	5%	Strategy Development Directorate	Istanbul Metropolitan Municipality	The responsible unit's budget will be used.	Children's Workshop, Strategic Plan Workshop
5.1.13	Tactical interventions on streets and avenues to ensure pedestrian safety and safe urban mobility.	Number of Transformed Urban Areas	1	1	2	2	2	5%	Strategy Development Directorate	Public Works Directorate / Parks and Gardens Directorate	The responsible unit's budget will be used.	Children's Workshop, Strategic Plan Workshop, GE Stakeholder Survey

Goal 5.2	To prepare Disadvantaged Groups for Disasters and Emergencies											
Activity No	Activity	Indicators	2025	2026	2027	2028	2029	Impact on the Objective (%)	Responsible Department	Supporting Institution/Collaborating Stakeholder	Budget	Source
5.2.1	Organizing "Basic Disaster Awareness" trainings for women, the elderly, children, youth, people with disabilities, and individuals experiencing multiple forms of discrimination.	Number of people who attended the seminar	400	600	800	1000	1200	25%	Disaster Management Directorate	AFAD	The responsible unit's budget will be used.	LEAP Workshop, GE Stakeholder Survey
5.2.2	Increasing awareness of disaster and emergency assembly areas in neighbourhoods through SMS messaging.	Number of Neighbourhoods Sent SMS	18	18	18	18	18	20%	Information Technology Department	Disaster Management Directorate	The responsible unit's budget will be used.	GE Stakeholder Survey
5.2.3	Increasing the number of disaster volunteers throughout the district.	Number of people who received volunteer training	400	500	600	700	800	30%	Disaster Management Directorate	AFAD	The responsible unit's budget will be used.	GE Stakeholder Survey
5.2.4	Identifying the needs for safe streets.	Number of gender-focused urban walks	1	1	1	1	1	25%	Strategy Development Directorate	Women and Family Directorate	0	GE Stakeholder Survey



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Goal 6.	To Ensure Gender Equality Within the Organization											
Objective 6.1	To develop policies and practices to ensure gender equality within the municipality.											
Activity No	Activity	Indicator	2025	2026	2027	2028	2029	Impact on the Object (%)	Responsible Unit	Supporting Institution/Collaborating Stakeholder	Budget	Source
6.1.1	Organizing in-service training on gender equality for all units, especially municipal field staff.	Number of Trainings	2	1	1	1	1	12%	Human Resources and Training Directorate	Strategy Development Directorate	The responsible unit's budget will be used.	LEAP Workshop
6.1.2	Providing seminars on menopause awareness for women staff.	Number of Seminars	1	0	1	0	1	10%	Hospital Directorate	Women and Family Directorate	0	LEAP Workshop
6.1.3	Arrangements for providing training to personnel on Law No. 6284.	Number of Trainings	1	1	1	1	1	10%	Human Resources and Training Directorate	Women and Family Directorate	0	LEAP Workshop
6.1.4	Organizing awareness-raising activities regarding GE for staff and managers within the organization.	Number of Seminars	1	0	1	0	0	13%	Human Resources and Training Directorate	Women and Family Directorate	0	Budget-It project GEAM Survey, Focus Group Interview
6.1.5	Ensuring gender balance in management positions, the percentage of women in management roles do not fall below 40%.	Percentage of women in management positions	40%	40%	40%	40%	40%	11%	Human Resources and Training Directorate	Strategy Development Directorate	The responsible unit's budget will be used.	Budget-It project Focus Group Interview
6.1.6	Organizing a panel discussion with individuals who can serve as encouraging role models for women staff regarding promotions.	Number of women staff members participating in the panel	0	50	0	80	0	11%	Strategy Development Directorate	Human Resources and Training Directorate	The responsible unit's budget will be used.	Budget-It project Focus Group Interview

6.1.7	Organizing training for women's leadership and capacity building.	Number of female staff participating in the training	0	0	50	0	50	12%	Women and Family Directorate	Human Resources and Training Directorate	3.000.000 ₺	Budget-It project Focus Group Interview
6.1.8	Organizing a gender-based budgeting training workshop for managers and unit staff.	Number of managers/staff participating in the training	20	0	0	0	0	11%	Strategy Development Directorate	Human Resources and Training Directorate / Kadir Has University	The responsible unit's budget will be used.	Budget/It Project
6.1.9	Organizing awareness seminars to prevent violence and harassment in the workplace.	Number of staff members who attended the seminar	70	70	0	0	0	10%	Strategy Development Directorate	Human Resources and Training Directorate / We Stand By You Association	The responsible unit's budget will be used.	Budget-It project GEAM Survey, Focus Group Interview

## 6. MONITORING AND EVALUATION

The Maltepe district's 2025-2029 Local Equality Action Plan and its monitoring and evaluation studies are crucial for ensuring local equality in the district. It is necessary to measure the extent to which the goals stated in the plan have been achieved, the cost to the organization of resources used during the implementation of the tasks, and the outputs, as well as to indicate whether the intended objectives have truly been met and, if not, the reasons why. If the action plan is implemented as planned and progress towards achieving the goals and objectives meets expectations, the plan is confirmed and implementation continues. If implementation encounters difficulties, the action plan is revised within two years.

### MONITORING:

Monitoring activities consist of reporting progress towards achieving goals and objectives at regular intervals and submitting these reports for evaluation by relevant stakeholders and internal and external authorities. Monitoring is a systematic activity that assists management. Within this scope, the municipality will prepare annual LEAP monitoring reports for the following year. The average evaluation of these performances will also be publicly disclosed each year, along with the LEAP progress rate stated in the activity reports covering the previous year.

### EVALUATION:

Evaluation, in general, is a comparative analysis of the implementation results with the goals and objectives included in the predetermined action plan. This process primarily involves performance measurement and evaluation. The evaluation results will be included in the LEAP monitoring reports.