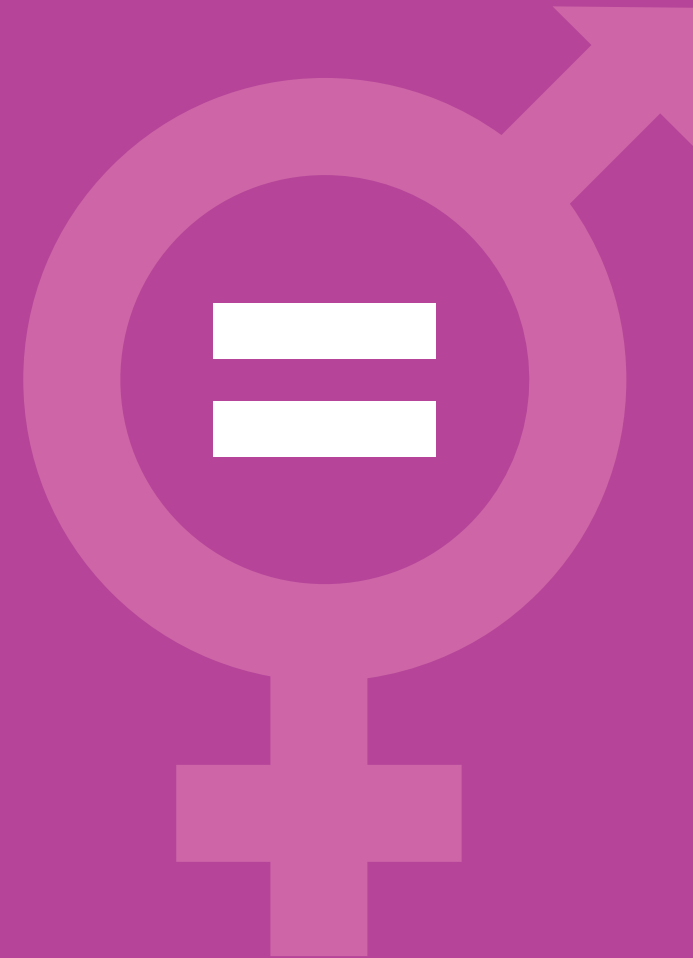


2025 2027

LOCAL EQUALITY
ACTION PLAN

İZMİR METROPOLITAN MUNICIPALITY



DIRECTORATE OF WOMEN'S STUDIES

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METROPOLITAN
MUNICIPALITY

Dr.Cemil Tugay

MAYOR OF İZMİR METROPOLITAN MUNICIPALITY

2025 2027

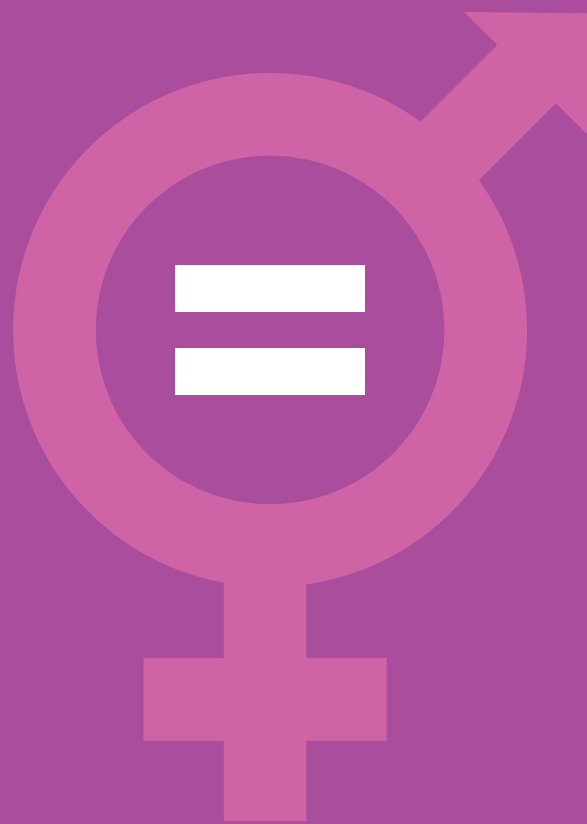
LOCAL EQUALITY ACTION PLAN

İZMİR METROPOLITAN MUNICIPALITY

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DIRECTORATE OF WOMEN'S STUDIES



“Local Equality Action Plan 2025–2027 for an Equal and Equitable Izmir”

Dear Fellow Residents of Izmir,

Izmir is a city strengthened by its diversity and growing through solidarity. The sustainability of this strength is only possible through a local governance vision that is equitable, inclusive, and committed to equality. Gender equality is the foundation for strengthening democracy at the local level and ensuring equal access to urban services for all citizens. As Izmir Metropolitan Municipality, we are implementing the Local Equality Action Plan with this commitment. Ensuring that women and all vulnerable groups have an equal say in every aspect of city life, and guaranteeing their equal and unimpeded access to

services, are our top priorities. This plan, which prioritises equality in the areas of transportation, employment, education, access to social and urban services, and decision-making processes, is not merely a high-level policy document; it is a strong commitment to making Izmir a fairer, freer, and more liveable city.

We will carry out this process through collective wisdom, with the participation of our stakeholders: Non-Governmental Organisations, universities, and the public. Because we know that gender equality means a better future not just for women, but for the whole of society.

Dr. CEMİL TUGAY
Mayor of Izmir Metropolitan Municipality

Local Equality Action Plan 2025–2027

- **Izmir Metropolitan Municipality**

Dr. Cemil Tugay – Mayor of Izmir Metropolitan Municipality

Zeki Yıldırım – Secretary General

Prof. Dr. Pınar Okyay – Deputy Secretary General

Mehmet Anıl Kaçar – Head of the Department of Women and Family Services

Berna Yurdusev Payamlıdağ – Head of the Women’s Studies Directorate

- **Advisory Board**

Prof. Dr. Huriye Toker – Yaşar University

Ayla Çelik – Gender Equality Monitoring Association (CEİD)

Aylin Çelik – United Nations Population Fund (UNFPA)

Canan Aydemir Özkara – Equal Life Association

Seher Gündoğan – Izmir Women’s Solidarity Association

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- **Edited by**

Women’s Studies Directorate

- **Contributors to the Local Equality Action Plan Professional Associations**

Izmir Bar Association

Izmir Medical Association

TMMOB

Union of Chambers and Commodity Exchanges of Türkiye

- **Platforms**

Çiğli Women’s Platform

Aegean Women’s Gathering Platform

Eşik Platform

Izmir Women’s Organisations Union

We Will Stop Women’s Murders Platform Women’s Council

Tülay Aktaş Alliance of Voluntary Organisations

- **Non-Governmental Organisations**

Gender Equality Monitoring Association

Association of Contemporary Retired Women

Monitoring Association for Equal Rights, Izmir Branch

Equal Life Association

Young LGBTI+ Association

Support for Life Association

Izmir Çiğli Association for the Valuation of Women’s Labour, Solidarity and Cultural Centre Izmir Feminist Collective

Izmir Businesswomen’s Association

Izmir Women’s Solidarity Association

Izmir City Council

Izmir City Council Women’s Assembly

Izmir Soroptimist Women’s Association

Izmir Soroptimist Club

Izmir Turkish Women’s Movement

Association for the Support of Women Candidates

Women’s Rights Protection Association

Foundation for the Support of Women Doctors in Education

Campus Witches

Red Crescent Izmir Branch

Social Climate Association

Water Ambassadors Cancer Fighters Association

Turkish Women’s Union Bayraklı

Turkish Women’s Union Bornova Branch

Turkish Women’s Union, Izmir Branch

Federation of Women’s Associations of Türkiye

UNFPA Izmir Office

- **Universities**

Izmir University of Economics

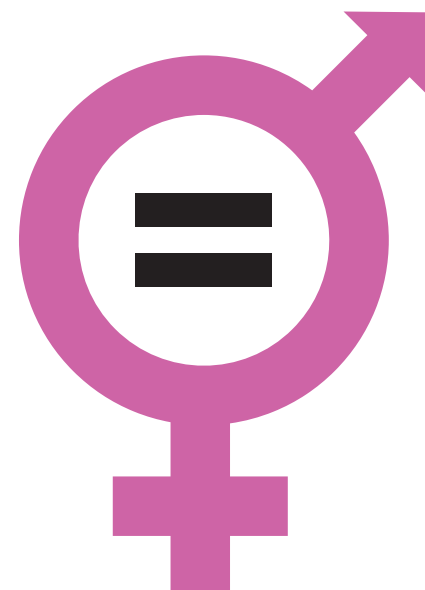
Yaşar University

- **Unions**

KESK – Tüm-Bel-Sen Branch No. 1

- **District Municipalities**

- **Mukhtars (Local Elected Representatives)**



INTRODUCTION

This document constitutes the 4th Local Equality Action Plan of Izmir Metropolitan Municipality and will be implemented during the 2025–2027 period.

Izmir Metropolitan Municipality, with the vision of becoming the first metropolitan municipality to be awarded the title of ‘Women-Friendly City’, aims to provide equal services to all women living in the city. In line with this objective, the plan ensures women’s access to urban services such as healthcare, education, social services, employment opportunities, transportation, housing, and security; and to ensure their safety and rights through mechanisms in the event they are subjected to violence; and to support their equal participation in all areas of urban life on the basis of gender equality.

The vision of “Women-Friendly City of Izmir” and an emphasis on gender equality are featured in the 2025–2029 Strategic Plan and all action plans prepared. The primary focus of the Directorate of Women’s Studies, under the Department of Women and Family Services of Izmir Metropolitan Municipality, is to deliver services centred on gender equality and to combat all forms of discrimination and violence against women.

Izmir Metropolitan Municipality is a partner in the “Joint Programme for the Protection and Promotion of the Human Rights of Women and Girls / Women-Friendly Cities Project”, signed in partnership with the United Nations and the Ministry of the Interior. Within this framework, on 14 August 2008, it approved the first “Local Equality Action Plan (LEAP)”, implementing the first metropolitan action plan in Izmir to safeguard women and girls living in the city across six thematic areas: education, health, employment, combating violence against women, urban services and participation. In Izmir, which was declared a “Women-Friendly City” in 2010, the Izmir Metropolitan Municipality signed the “Council of European Municipalities and Regions (CEMR) Charter on Equality between Women and Men in Local Life” on 14 June 2013, with the aim of carrying out activities promoting gender equality in all urban services. Izmir Metropolitan Municipality is the eighth municipality in Türkiye to sign this Charter. The latest LEAP, which has been prepared and implemented, was approved by the Izmir Metropolitan Municipal Council by unanimous vote in its decision No. 735 dated 14 September 2020.

Legal Basis

When establishing Local Equality Mechanisms and preparing Local Equality Action/Strategic Plans (LEAP and LESP), international legal documents—to which Türkiye is a party—have been recognised as overarching normative instruments. These documents emphasise the premise that ‘ensuring women’s full and equal enjoyment of all human rights’ is among states’ primary duties, highlight the need for specific regulations and measures in this regard, and bring the concept of ‘women’s human rights’ to the fore.

The Universal Declaration of Human Rights, which presents universal human rights principles on the basis of equality, and the United Nations Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and the Optional Protocol to CEDAW, to which Türkiye is a party, are among these norms.

Furthermore, Izmir Metropolitan Municipality has signed the Council of European Municipalities and Regions (CEMR) Charter for European Gender Equality in Local Life at¹, thereby committing at an international level that the provisions of the Charter will form the fundamental principles of its work for the population it serves.

At the national level, the Constitution of the Republic of Türkiye serves as the primary legal basis. Article 10 of the Constitution guarantees that “Everyone is equal before the law without distinction as to language, race, colour, sex, political opinion, philosophical belief, religion and sect, or any such grounds”. According to this article, “women and men have equal rights” and “the State has obligation to ensure that this equality exists in practice.” On 12 September 2010, the provision “Measures taken for this purpose shall not be considered as violation of the principle of equality” was added to this article.

Article 90 of the Constitution states that international treaties duly brought into force have the force of law, and that “In the case of a conflict between international agreements, duly put into effect, concerning fundamental rights and freedoms and the laws due to differences in provisions on the same matter, the provisions of international agreements shall prevail”. Thus, the fulfilment of the obligations under the aforementioned international treaties has become a constitutional commitment.

The most important legal bases in national legislation, following the Constitution, are the Metropolitan Municipality Law No. 5216, the Municipality Law No. 5393, and Law No. 6284 on the Protection of the Family and the Prevention of Violence against Women. Furthermore, although Türkiye has notified its withdrawal from the Convention, Law No. 6251, which brought the Istanbul Convention into force, has not yet been repealed.

(1) Council of European Municipalities and Regions (CEMR) European Charter for Gender Equality in Local Life:

<http://www.tbb.gov.tr/download.php?dosya=storage/catalogs/0447173001360945566.pdf&dosyaAdi=avrupa-yerel-yasamda-kadin-erkek-esitligi-sarti>

Aims and Principles

• **Mainstreaming the Gender Equality Approach:**
A gender-sensitive approach and service philosophy are adopted in all local policies, programmes and practices, leading the way in their widespread adoption.

• **Supporting Participation and Partnership:**
In the implementation of the Izmir LEAP and priority projects, the participation of district municipalities, Non-Governmental Organisations, professional associations, the private sector and international organisations is encouraged, and partnerships that support projects aligned with the objectives of the Izmir LEAP are fostered. Inter-administrative cooperation is ensured in the delivery of local services.

• **Developing a Solution-Oriented Approach:**
Women’s issues are not merely a concern for women alone, but a societal issue. The aim is to develop projects and deliver services that promote the acceptance and support of this perspective within society.

• **Sustainability:**
Within the framework of Izmir LEAP, sustainability is understood as the continuous improvement of equal living conditions by providing services that address women’s needs, creating an environment that enables the protection and advancement of women’s rights, and ensuring the continuity of women’s participation in decisions regarding the future of the city and its residents.

• **Monitoring, Oversight and Ensuring Transparency:**
Within the framework of the Izmir LEAP, the activities carried out are monitored; the impact of the services provided on beneficiaries, the effectiveness, ownership and appropriateness of the services are assessed; and the practices are revised and/or developed in light of these evaluations.

• **Rights-Based Approach:**
The consideration of rights-based principles is fundamental to the implementation of the Izmir LEAP. Services are designed with human rights as the foundation.



Gender-Sensitive Initiatives For The Years 2022-2024

Examples of services:

- Under the 'Urban Services' heading within the LEAP framework, the initiative to 'promote urban planning in line with the needs of women and children in neighbourhood-scale projects' Under sub-objective 1.5, the Purple Circle Project, planned to be implemented under the coordination of the Women's Studies Directorate, aims to create spaces in the city's bustling areas that are mindful of gender equality and raise awareness of combating violence against women. Within this framework, the objective is to collect data from the field to facilitate the creating such spaces and to develop an action plan based on this data. In this context, a total of 21 venues in the districts of Konak and Bornova have been awarded the 'Purple Circle' designation following training on gender equality and mechanisms to combat violence against women.

- Izmir95 0-3 Years Early Childhood Unit, taking into account the needs and developmental characteristics of infants and children aged 0-36 months, develops and creates content to support their physical, cognitive, social and psychological development; categorises programmes to be implemented under preventive guidance into high-risk, medium-risk and low-risk areas; and conducts parent-focused activities to facilitate fieldwork. For families participating in the 0-12 Months Home Visit-Based Parent Guidance Programme, home visits are carried out from the 7th month of pregnancy until the baby reaches 1 year of age. In the 13-36 Months Centre-Based Parent Guidance Programme, babies meet at a centre to facilitate the socialisation of both the carers and the babies. The focus is on supporting babies' developmental process through Key Messages and the Izmir95 seminars. Within the scope of the project, which was piloted in five districts, a total of 10,289 visits and meetings have taken place.

- At the Women's Shelter, where women and children who have experienced violence or are at risk of violence can stay for up to six months, a range of services are provided, including the provision of basic necessities such as accommodation, as well as psychological, legal and social support, and awareness-raising and empowerment activities. Under these

services, 21,449 services were provided to women and children between 2022 and 2024.

- Women's City Meetings are organised to enable women in outlying areas to get to know the city, develop a sense of civic identity and participate in social life. Requests from Mukhtars and Non-Governmental Organisations are assessed, tour programmes are devised, and guided briefings are provided on the places visited. In addition, women participating in the tours receive training on combating violence, and emergency contact numbers are shared. Between 2022 and 2024, 16,869 women took part in city tours as part of the Women's City Meetings.

- To make gender equality visible and mainstream it within the city, Izmir Metropolitan Municipality produced 38,092 printed and visual materials between 2022 and 2024, which were displayed in various locations.

- To develop effective policies on gender equality and equitable urban services, the Izmir Metropolitan Municipality conducted satisfaction surveys targeting women between 2022 and 2024, with the average satisfaction rate regarding city services recorded at 92 per cent.

Examples of Activities:

In 2022;

- As part of the 8 March International Women's Day events, a workshop titled 'Towards the Gender Equality Summit' was organised with the participation of municipal council members, mukhtars, academics, professional associations, trade unions and local government staff, with the aim of contributing to the LEAP initiative. An exhibition and market was held at the Historic Gasworks on 8 March, attracting a total of 20,000 visitors.
- The Izmir Star Awards Ceremony was held to present awards to institutions and organisations in Izmir producing projects aimed at gender equality. The first Izmir Star Awards Ceremony, held at the Ahmed Adnan Saygun Arts Centre, was attended by 1,100 people.

- A symposium entitled 'Perspectives on Gender Equality in Democratic Societies' was held at the İsmet İnönü Arts Centre.
- At the 91st Izmir International Fair, the Women's Theatre Group staged a play entitled 'Women's Stories'.
- In Izmir, designated as a 'Women-Friendly City' by the United Nations (UN), as part of our ongoing efforts to ensure that every child has equal and the same rights regardless of gender, an event marking 11 October, International Day of the Girl Child, was held at the Örnekköy Campus.
- Under the slogan "A Non-Violent World Is Possible Together!", a series of events took place between 21 and 25 November. These included the "Days of Cinema Against Discrimination", the "Women's Stories" theatre play by the Women's Theatre Group, and a performance by independent contemporary dance artist Cansu Ergin and Def artist Sami Hosseini under the slogan "A Non-Violent World Is Possible Together!", a performance by independent contemporary dance artist Cansu Ergin and Def artist Sami Hosseini, and the unveiling of a mural based on the work of Halit Kurtulmuş Aytoslu, who won third prize in the International Cartoon Competition for Gender Equality.
- To mark the 88th anniversary of women being granted the right to vote and stand for election in the Republic of Türkiye, under the slogan "For 88 years, our Republic has been strengthened by women", we organised a parade, a discussion and a screening of the documentary "Women Who Pave the Way 18" in collaboration with the Izmir City Council. Furthermore, on 5 December, a meeting was organised for female mayors, female councillors, female mukhtars and female representatives of political parties.

In 2023;

- As part of the thematic women's forums organised under the slogan 'We Are in the Districts', a forum on the theme of 'Art and Women' was held in the Karşıyaka district, and a forum on the theme of 'Rural Development and Women' was held in the Kemalpaşa district.
- An international poster competition on gender equality was organised, and the entries were exhibited in the Izmir Metropolitan Municipality Council Hall and the Mustafa Necati Cultural Centre.
- As part of International Women's Day on 8 March, a "Women's Solidarity Package" was prepared and distributed to women affected by the major earthquake centred in Kahramanmaraş.
- A documentary screening in memory of the poet Didem Madak was organised at the Örnekköy Campus.
- As part of the "Breast Cancer Awareness Month" programme, awareness seminars were held in various districts of Izmir to highlight the importance of regular checkups and early diagnosis in the fight against breast cancer.
- As part of the 25 November International Day for the Elimination of Violence against Women, the 'Cin-

ema Days Against Discrimination', a discussion on 'Do I Know About Emotional Abuse?', a theatre performance titled 'Women's Stories', an exhibition on gender equality at Vasıf Çınar, and the Izmir Star Awards Ceremony were organised.

- As part of the 5 December Commemoration of the Granting of the Right to Vote and Stand for Election to Women, a meeting for female councillors and female mukhtars, the "Folk Songs Tell the Story of Women" concert, and a screening of the film "Women's Theatre" were held, with 1,130 people attending.

In 2024;

- Within the scope of the Anniversary of the Adoption of the Turkish Civil Code Event organized by Women's Studies Directorate, a panel titled 'The Contribution of Republican Gains and the Adoption of the Civil Code to the Status of Turkish Women and the Importance of Its Protection, The Importance of Women's Organization' was held.
- International Women's Day on 8 March was celebrated on 8-9-10 March at Fuar Kültürpark with concerts, talks, theatre performances, children's activities and various workshops.
- In June, as part of the Father's Day Event, an "Equal Father's Day" event was organised in collaboration with the Mother and Child Education Foundation at Alsancak Gündoğdu Square.
- As part of the 11 October International Day of the Girl Child, a discussion was organised bringing together students from Nevvar Salih İşgören Education Campus-2 Vocational and Technical Anatolian High School with female staff members working within our Municipality.
- As part of the International Day for the Elimination of Violence against Women on 25 November, theatre performances, panels and symposiums were held in various locations across Izmir.
- As part of the events marking the anniversary of women being granted the right to vote and stand for election in Türkiye, a march was held from Kültürpark to Cumhuriyet Square with elected women.
- Between 7 and 31 December, the New Year Festival Women's Handicraft Market event took place.
- Women and children receiving support from the Kadifekale Women's Solidarity Centre were taken to Akarca beach in Seferihisar District; women and children receiving support from the Agora Women's Solidarity Centre were taken to Pamucak beach in Selçuk District; and women and children receiving support from the Örnekköy Women's Solidarity Centre were also taken to Pamucak beach in Selçuk District.
- Guided tours of Ödemiş Birgi, Kemeraltı and Urla were organised to enable women living in the districts of Izmir to get to know our city and to foster solidarity among different socio-cultural groups.

2025-2027 Local Equality Action Plan Preparatory Work

On 5 April 2023, a meeting was held with the district municipalities' Equality Units at the invitation of the Izmir Metropolitan Municipality's Department of Women's Affairs. Following this first meeting, attended by the heads of the relevant units from the municipalities of Bayraklı, Bornova, Buca, Çiğli, Karabağlar, Karşıyaka and Selçuk, and focusing on the Local Equality Action Plans (LEAPs) and their preparatory stages, an Equality Units Workshop was organised on 31 May 2023, to which all district municipalities were invited. With the participation of district municipalities that have not signed the CEMR Equality Charter and do not have a LEAP, we both shared the activities we have carried out within the framework of the existing Izmir Metropolitan Municipality 2022-2024 Local Equality Action Plan and conducted workshops on the importance of LEAPs and their preparation stages. Municipal staff engaged in gender equality work from the districts of Balçova, Bayındır, Bayraklı, Bornova, Buca, Çiğli, Dikili, Gaziemir, Karabağlar, Karaburun, Karşıyaka, Kiraz, Menderes, Menemen, Narlıdere, Selçuk and Tire contributed to the workshop.

On 17 October 2023, a LEAP Preparation Meeting and LEAP Presentation was held, attended by 35 Department Heads, including the Department Heads of the Izmir Metropolitan Municipality, as well as the Department Heads of Strategy Development and Human Resources from ESHOT and İZSU. On 8, 12 and 13 December 2023, the Izmir Metropolitan Municipality Department Heads' LEAP Preparation Workshop was held in meetings with the department heads of the Izmir Metropolitan Municipality. The workshop, which took place over three days in five sessions, saw participation from 142 department heads. The workshop began with a presentation on Mainstreaming Gender Equality, and through workshops facilitated by the Gender Equality Unit, the 2025-2027 LEAP proposals from the participating department heads were collected.

The LEAP Module, prepared in collaboration with the Information Technology Department of Izmir Metropolitan Municipality for the monitoring and reporting of the LEAP, was finalised during this process. The first External Stakeholder Workshop was held in 10

Izmir on 30-31 May 2024, with the participation of active Non-Governmental Organisations, universities and district municipalities. During the two-day workshop, small group sessions were conducted with 80 participants to discuss the targets, activities and indicators to be included in the 2025-2027 LEAP. Facilitated by Prof. Dr. Huriye Toker from the Directorate of the Centre for Women and Family Studies at Yaşar University, the workshop was attended by Seniye Nazik Işık, President of the Equal Life Association; Canan Aydemir Özkara, Chair of the Women's Council of the Izmir City Council; Ayla Çelik, Project Coordinator for CEİD-İzler in Izmir; Seher Gündoğan, a psychologist from the Izmir Women's Solidarity Association; and Aylin Çelik from the United Nations Population Fund (UNFPA), all themes included in the LEAP were discussed during the workshop. The volunteer LEAP Preparatory Advisory Board, comprising the aforementioned individuals, began contributing to the work from this stage onwards.

On 1-2 October 2024, a meeting was held with 62 strategy staff members; during the four-session meetings, briefings were provided on the LEAP Module prepared in partnership with the Department of Information Technology.

On 8 November 2024, in accordance with the decision taken at the External Stakeholder Workshop held on 30-31 May 2024, a second External Stakeholder Workshop was held in Izmir with 18 Non-Governmental Organisations operating in the city; through small group sessions, in-depth work was carried out on the thematic areas, activities and indicators included in LEAP.

The second External Stakeholder Workshop, organised as part of the 2025-2027 LEAP preparatory work, was concluded. Subsequently, the Women's Affairs Directorate and the LEAP Preparatory Advisory Board met on various occasions, with the final meeting taking place on 3 February 2025, to prepare the LEAP for submission to the Mayor and the Municipal Council.



EDUCATION

GENERAL OBJECTIVE	SUB-OBJECTIVE	ACTIVITY	RESPONSIBLE UNIT	PARTNERSHIPS	INDICATOR	TARGET VALUE
1. Conducting training programmes from a gender equality perspective	1.1 Conducting awareness-raising and training activities on gender equality for managers and staff of Izmir Metropolitan Municipality	1.1.1 Mandatory gender equality training, as defined within the Izmir Metropolitan Municipality Academy system, to be provided to staff at regular intervals	- Department of Human Resources and Training - Department of Women and Family Services - IZELMAN		Number of Participants	Short Term: 5.210 Medium Term: 10.310 Long Term: 15.410
		1.1.2 Providing gender equality training for male staff	- Department of Human Resources and Training - Department of Women and Family Services	- Non-Governmental Organisations - Universities	Number of Participants	Short Term: 2.000 Medium Term: 4.000 Long Term: 6.000
		1.1.3 Organisation of language equality workshops for staff working within the Department of Press, Publications and Public Relations at Izmir Metropolitan Municipality	- Department of Press, Publications and Public Relations - Department of Women and Family Services - Department of Human Resources and Training	- Non-Governmental Organisations - Universities	Number of Participants	Short Term: 30 Medium Term: 90 Long Term: 240
		1.1.4 Delivering gender equality training in the municipal departments where the number of male staff is high	Department of Women and Family Services		Number of Participants	Short Term: 250 Medium Term: 350 Long Term: 1900
		1.1.5 Providing training on legal regulations and reporting obligations regarding child abuse for staff conducting social assessments and fieldwork within the social services and welfare sector	- Department of Women and Family Services - Department of Social Services	- İzmir Bar Association - Non-Governmental Organisations - Universities		Short Term: 50 Medium Term: 150 Long Term: 300
2. Ensuring the participation of all vulnerable groups, particularly women and girls, in education and social life	2.1 Prioritising activities related to gender equality education across the province	2.1.1 Providing 'Financial Literacy' training for all vulnerable groups, particularly women	Department of Women and Family Services	- Non-Governmental Organisations - Universities - İzmir City Council	Number of Training Sessions	Short Term: 2 Medium Term: 5 Long Term: 10
		2.1.2 Delivering training on women's health and gender equality based on women's human rights in districts	- Department of Women and Family Services - Department of Health Services	- Non-Governmental Organisations - İzmir City Council - Universities - District Municipalities	Number of Participants	Short Term: 400 Medium Term: 1200 Long Term: 2800
		2.1.3 Implementating gender equality training programmes translated into sign language.	Department of Women and Family Services	- Non-Governmental Organisations - Universities	Number of Training Sessions	Short Term: 2 Medium Term: 6 Long Term: 12



EMPLOYMENT						
GENERAL OBJECTIVE	SUB-OBJECTIVE	ACTIVITY	RESPONSIBLE UNIT	PARTNERSHIPS	INDICATOR	TARGET VALUE
1. Ensuring women's equal participation in economic life	1.1 Removal of barriers to employment	1.1.1 Expanding the Providing Child Activity Centre services to support women's employment	• IZELMAN • Department of Women and Family Services	• District Municipalities	Number of Centres	Short Term: 5 Medium Term: 10 Long Term: 20
		1.2 Contributing to the development of women's knowledge and skills	• Department of Women and Family Services	• Non-Governmental Organisations • Izmir City Council • Professional Associations • District Municipalities	Number of Training Sessions	Short Term: 25 Medium Term: 75 Long Term: 150
		1.2.1 Providing e-commerce training				
		1.2.2 Increasing the activities of supported employment offices for people with disabilities	• Department of Social Services	• Non-Governmental Organisations • Izmir City Council • Professional Associations • District Municipalities	Number of Meetings	Short Term: 15 Medium Term: 30 Long Term: 45
		1.2.3 Providing CV preparation training to support women's participation in the labour market	• Department of Women and Family Services	• Non-Governmental Organisations • Izmir City Council • Professional Associations • District Municipalities	Number of Participants	Short Term: 50 Medium Term: 150 Long Term: 300
2. Implementating activities aimed at preventing women's informal employment		1.2.4 Increasing the number of women participating in vocational training courses within our municipality	• Department of Women and Family Services	• Non-Governmental Organisations • Izmir City Council • Professional Associations • District Municipalities	Number of Participants	Short Term: 450 Medium Term: 900 Long Term: 1500
		2.1 Providing incentives for women in agricultural production	• Department of Agricultural Services • Department of Women and Family Services	• Non-Governmental Organisations • Mukhtars • District Municipalities • Professional Associations • Izmir City Council • Cooperatives	Number of Beneficiary Women	Short Term: 50 Medium Term: 150 Long Term: 250
		2.2 Ensuring that women receiving services from women's shelters and women's counselling/support centres are provided with guidance and support during their job-seeking processes	• Department of Women and Family Services	• Non-Governmental Organisations • Professional Associations • District Municipalities • Turkish Employment Agency	Number of Women Referred	Short Term: 80 Medium Term: 240 Long Term: 480
3. Developing policies promoting gender-equitable employment within the Izmir Metropolitan Municipality		3.1 Monitoring the number of rest rooms, changing rooms, toilets and baby care rooms allocated for use by female staff working in the field (construction sites, fire service, security personnel) and obtaining information at regular intervals	• Department of Women and Family Services • Department of Human Resources and Training	• Non-Governmental Organisations	Monitoring Figures	Short Term: 50 Medium Term: 150 Long Term: 300

EMPLOYMENT

GENERAL OBJECTIVE	SUB-OBJECTIVE	ACTIVITY	RESPONSIBLE UNIT	PARTNERSHIPS	INDICATOR	TARGET VALUE
3. Developing policies promoting gender-equitable employment within the Izmir Metropolitan Municipality		3.2 Ensuring that women seeking employment are directed to our municipality's digital employment platform at www.kariyerimiz.com.tr	Department of Women and Family Services	- Non-Governmental Organisations - Professional Associations	Number of Women Referred	Short Term: 3000 Medium Term: 8000 Long Term: 15000
		3.3 Increasing vocational training in sectors perceived as male-dominated (oxy-acetylene welding and the operation of heavy machinery)	- Department of Women and Family Services - İZSU	- Non-Governmental Organisations - Professional Associations - District Municipalities Universities	Number of Training Sessions	Short Term: 3 Medium Term: 9 Long Term: 18
		3.4 Maintain and regularly monitor statistical data on employment and activities within the municipality, broken down by gender	All Departments		Number of Monitoring Activities	Short Term: 39 Medium Term: 117 Long Term: 234



COMBATING GENDER-BASED VIOLENCE

GENERAL OBJECTIVE	SUB-OBJECTIVE	ACTIVITY	RESPONSIBLE UNIT	PARTNERSHIPS	INDICATOR	TARGET VALUE
1. Raising awareness of gender-based violence in the city and developing strategies to combat it	1.1 Improvement initiatives regarding Women's Shelters and Women's Support Centres	1.1.1 Increasing the number of services provided during the shelter process (including the number of guidance and referral services in areas such as psychological, legal, health and social services)	Department of Women and Family Services	District Municipalities	Number of Services	Short Term: 6000 Medium Term: 18000 Long Term: 36000
		1.1.2 Carrying out awareness-raising campaigns for emergency helplines and mobile apps aimed at women's safety	- Department of Press, Publications and Public Relations - Department of Women and Family Services	- Non- Governmental Organisations - Izmir City Council - Professional Associations - Universities - District Municipalities - Mukhtars	Number of Training Sessions	Short Term: 120 Medium Term: 360 Long Term: 720
		1.1.3 Continuation of supervision and peer support for staff working at women's counselling/support centres and women's shelters	- Department of Women and Family Services - Department of Health Services	Non-Governmental Organisations	Number of Supervision and Peer Support Sessions	Short Term: 24 Medium Term: 48 Long Term: 84
		1.1.4 Carrying out work towards the establishment of women's counselling/support centres and women's shelters	Department of Women and Family Services	District Municipalities	Number of Collaborations	Short Term: 1 Medium Term: 3 Long Term: 6
	1.2 Implementating a zero-tolerance policy on genderbased violence, discrimination and bullying within the Izmir Metropolitan Municipality	1.2.1 Conducting awareness-raising activities as part of the process of adapting the municipality's official correspondence, printed and visual materials to an inclusive language	- Department of Press, Publications and Public Relations - Department of Women and Family Services	- Non-Governmental Organisations - Universities - District Municipalities	Number of Meetings	Short Term: 39 Medium Term: 117 Long Term: 234
		1.2.2 Providing training to managers working within the Izmir Metropolitan Municipality on issues of gender-based violence	- Department of Women and Family Services - Department of Human Resources and Training	- Non-Governmental Organisations - Universities - District Municipalities	Number of Participants	Short Term: 50 Medium Term: 150 Long Term: 350
		1.2.3 Ensuring that all contracts and regulations governing working procedures and principles are aligned with the perspective of gender equality	All Departments	- Non-Governmental Organisations - Universities - District Municipalities	Number of Meetings	Short Term: 39 Medium Term: 117 Long Term: 234
		1.2.4 Monitoring the dissemination of the Policy Document on Combating Domestic Violence within district municipalities and within the organisation	Department of Women and Family Services	- Non-Governmental Organisations - Universities - Izmir City Council - District Municipalities	Number of Meetings	Short Term: 69 Medium Term: 207 Long Term: 414

COMBATING GENDER-BASED VIOLENCE

GENERAL OBJECTIVE	SUB-OBJECTIVE	ACTIVITY	RESPONSIBLE UNIT	PARTNERSHIPS	INDICATOR	TARGET VALUE
1. Raising awareness of gender-based violence in the city and developing strategies to combat it	1.2 Implementating a zero-tolerance policy on genderbased violence, discrimination and bullying within the Izmir Metropolitan Municipality	1.2.5 Announcement of the Zero Tolerance Policy on Violence	- Department of Women and Family Services - Department of Press, Publications and Public Relations		Number of Printed/Visual Materials	Short Term: 54 Medium Term: 162 Long Term: 324
		1.3.1 Expanding awareness-raising activities regarding Law No. 6284	- Department of Women and Family Services - Department of Press, Publications and Public Relations - IZELMAN	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities - Professional Associations - Mukhtars - Ministry of National Education	Number of Training Sessions	Short Term: 200 Middle Term: 480 Long Term: 1020
		1.3.2 Continuation of the cooperation network with district municipalities and equality units/relevant units through its strengthening	- Department of Women and Family Services - District Municipalities	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities - Professional Associations - Mukhtars	Number of Collaborations	Short Term: 30 Middle Term: 90 Long Term: 180
		1.3.3 Expansion of self-defence workshops against gender-based violence	- Department of Women and Family Services - Department of Youth and Sports Services	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities - Professional Associations - Mukhtars	Number of Workshops	Short Term: 2 Middle Term: 4 Long Term: 8
		1.3.4 Organisation of gender equality workshops for all vulnerable groups at centres under the Department of Women and Family Services	Department of Women and Family Services	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities - Professional Associations - Mukhtars	Number of Workshops	Short Term: 20 Middle Term: 60 Long Term: 120
	1.4 Prevention of child neglect and abuse	1.4.1 Promoting awareness campaigns regarding child neglect and abuse throughout the city	- Department of Women and Family Services - Department of Press, Publications and Public Relations	- Non- Governmental Organisations - Izmir City Council - Universities - District Municipalities - Professional Associations - Mukhtars - Police / Gendarmerie Child Protection Units - Bar Association - Children's Commission	Number of Participants	Short Term: 788 Middle Term: 933 Long Term: 1550



PARTICIPATION

GENERAL OBJECTIVE	SUB-OBJECTIVE	ACTIVITY	RESPONSIBLE UNIT	PARTNERSHIPS	INDICATOR	TARGET VALUE
1. Taking gender equality into account in participation in decision-making mechanisms	1.1 Continuation of participatory democracy practices	1.1.1 Providing training on genderresponsive budgeting to managers	- Department of Women and Family Services - Department of Human Resources and Education	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities - Professional Associations	Number of Participants	Short Term: 50 Middle Term: 150 Long Term: 300
		1.1.2 Undertaking initiatives to increase women's representation in decisionmaking mechanisms	- Department of Mukhtars Affairs - Department of Women and Family Services	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities - Professional Associations - Mukhtars	Number of Neighbourhoods Where Activities Are Being Carried Out	Short Term: 30 Middle Term: 60 Long Term: 90
		1.1.3 Organising meetings to develop cooperation with female mukhtars	- Department of Mukhtars Affairs - Department of Women and Family Services	- Mukhtars - District Municipalities - Izmir City Council	Number of Neighbourhoods Where Activities Are Being Carried Out	Short Term: 30 Middle Term: 60 Long Term: 90
		1.1.4 Carrying out neighbourhoodcentred activities in collaboration with mukhtars regarding urban rights and services	- Department of Mukhtars Affairs - Department of Women and Family Services	- Mukhtars - District Municipalities - Non-Governmental Organisations - Izmir City Council	Number of Neighbourhoods Where Activities Are Being Carried Out	Short Term: 30 Middle Term: 60 Long Term: 90
		1.1.5 Implementating surveys aimed at increasing public participation in local services	- Department of Mukhtars Affairs - Department of Women and Family Services - Department of Press, Publications and Public	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities - Professional Associations - Mukhtars	Number of Neighbourhoods Where Activities Are Being Carried Out	Short Term: 30 Middle Term: 60 Long Term: 90



URBAN SERVICES

GENERAL OBJECTIVE	SUB-OBJECTIVE	ACTIVITY	RESPONSIBLE UNIT	PARTNERSHIPS	INDICATOR	TARGET VALUE
1. Ensuring that women and other vulnerable groups benefit equally from urban services		1.1 Establishing centres to ensure that all vulnerable groups have equal access to urban services	- Department of Building Works - Department of Engineering Services - Department of Women and Family Services - Department of Health Services - Department of Culture and Social Affairs	District Municipalities	Number of Centres Opened	Short Term: 2 Middle Term: 13 Long Term: 23
		1.2 Making service buildings and city maps multilingual	- Department of Women and Family Services - Department of City Information Systems	- Non-Governmental Organisations - Universities - District Municipalities - Professional Associations	Number of Printed/Visual Materials	Short Term: 100 Middle Term: 300 Long Term: 450
2. Making the city's streets, parks, roads and pavements accessible and safe	2.1 Improving accessibility in the city	2.1.1 Conducting studies to identify and resolve issues related to gender equality through participatory methods in urban design	- Department of City History - Department of Women and Family Services - Department of Urban Planning and Development - Department of Mukhtars Affairs	- Non-Governmental Organisations - Universities - District Municipalities - Professional Associations - Izmir Planning Agency	Number of Services	Short Term: 45 Middle Term: 90 Long Term: 180
3. Organisation of the municipality's social, sporting and cultural services with due regard to gender equality		3.1 Implementating equitable and inclusive cultural and artistic activities	- Department of Culture and Social Affairs - Department of Women and Family Services	- Non-Governmental Organisations - Universities - District Municipalities	Number of Events	Short Term: 15.062 Middle Term: 30.460 Long Term: 45.510
		3.2 Organisation of socio-cultural activities for older citizens	Department of Social Services	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities	Number of Participants	Short Term: 200 Middle Term: 400 Long Term: 800
		3.3 Dissemination of a survey on women's needs in urban services within the context of gender equality at Fuar Izmir, Kültürpark and the Âşık Veysel Recreation Area	- İZFAŞ - Department of Press, Publications and Public Relations - Department of Women and Family Services - Department of Youth and Sports Services - Department of Parks and Gardens	District Municipalities	Number of Surveys Distributed	Short Term: 20 Middle Term: 60 Long Term: 140
4. Ensuring that all vulnerable groups, including women and girls, are taken into account when planning urban services		4.1 Monitoring the adequacy of lighting and security measures in spatial planning	- Department of Parks and Gardens - İZMİR METRO	- District Municipalities - Professional Associations	Number of Inspections	Short Term: 360 Middle Term: 720 Long Term: 1080
		4.2 Developing of social service models in thematic areas in line with the needs of women and children using Geographic Information Systems in neighbourhood-scale studies.	- Department of City Information Systems - Department of Women and Family Services	- District Municipalities - Professional Associations - Mukhtars - Izmir Planning Agency	Number of Services	Short Term: 50 Middle Term: 150 Long Term: 300

HEALTH						
GENERAL OBJECTIVE	SUB-OBJECTIVE	ACTIVITY	RESPONSIBLE UNIT	PARTNERSHIPS	INDICATOR	TARGET VALUE
1. Facilitating access to healthcare services for women and girls and ensuring they benefit equally from the right to a healthy life	1.1 Increasing efforts in the field of reproductive and sexual health	1.1.1 Continuing awarenessraising and information campaigns regarding sexually transmitted infections	- Eşrefpaşa Hospital - Department of Health Services - Department of Women and Family Services - IZELMAN	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities Professional Associations - Mukhtars - Ministry of National Education	Number of Participants	Short Term: 450 Middle Term: 790 Long Term: 1130
		1.1.2 Widespread dissemination of information and training activities on early diagnosis in districts	- Eşrefpaşa Hospital - Department of Health Services - Department of Women and Family Services - District Municipalities	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities Professional Associations - Mukhtars	Number of Participants	Short Term: 120 Middle Term: 240 Long Term: 360
		1.1.3 Increasing the number of beneficiaries by restructuring reproductive health education programmes	- Eşrefpaşa Hospital - Department of Health Services - Department of Women and Family Services	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities Professional Associations - Mukhtars - Ministry of National Education	Number of Participants	Short Term: 240 Middle Term: 480 Long Term: 720
		1.1.4 Providing free HPV vaccination	- Eşrefpaşa Hospital - Department of Health Services - Department of Women and Family Services		Number of People	Short Term: 100 Middle Term: 250 Long Term: 500
		1.1.5 Providing women's health and first aid training	- Eşrefpaşa Hospital - Department of Health Services - Department of Women and Family Services	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities Professional Associations - Mukhtars	Number of Participants	Short Term: 2400 Middle Term: 4800 Long Term: 7200
		1.1.6 Increasing the capacity of the Izmir 95 project	Department of Women and Family Services	- Non-Governmental Organisations - Universities - District Municipalities	Number of Visits	Short Term: 1550 Middle Term: 3650 Long Term: 5200
		1.1.7 Promoting the health services of Izmir Metropolitan Municipality through collaboration with mukhtars.	- Eşrefpaşa Hospital - Department of Health Services - Department of Women and Family Services - Department of Mukhtars Affairs	- Izmir City Council - Mukhtars	Number of Neighbourhoods Where Activities Are Being Carried Out	Short Term: 30 Middle Term: 60 Long Term: 90
		1.1.8 Distribution of free sanitary pads at advice/support centres	- Department of Health Services - Department of Women and Family Services		Number of Pads Distributed	Short Term: 2000 Middle Term: 6000 Long Term: 12000

HEALTH

GENERAL OBJECTIVE	SUB-OBJECTIVE	ACTIVITY	RESPONSIBLE UNIT	PARTNERSHIPS	INDICATOR	TARGET VALUE
1. Facilitating access to healthcare services for women and girls and ensuring they benefit equally from the right to a healthy life	1.2 Increasing preventive and protective health services	1.2.1 Providing information on contraceptive methods and delivering training in this regard	- Eşrefpaşa Hospital - Department of Health Services - Department of Women and Family Services	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities - Professional Associations - Mukhtars	Number of Participants	Short Term: 450 Middle Term: 790 Long Term: 1130
		1.2.2 Providing free home healthcare services	- Eşrefpaşa Hospital - Department of Health Services - Department of Women and Family Services		Number of Visits	Short Term: 240 Middle Term: 480 Long Term: 720
2. Ensuring gender equality is taken into account in the planning of the municipality's health-related services		2.1 Organising awarenessraising and training activities for healthcare staff to combat all forms of discrimination	- Eşrefpaşa Hospital - Department of Health Services - Department of Women and Family Services	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities - Professional Associations - Mukhtars	Number of Participants	Short Term: 40 Middle Term: 80 Long Term: 120
		2.2 Providing gender equality training for healthcare staff	- Eşrefpaşa Hospital - Department of Health Services - Department of Women and Family Services	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities - Professional Associations - Mukhtars	Number of Participants	Short Term: 50 Middle Term: 150 Long Term: 300



TRANSPORTATION

GENERAL OBJECTIVE	SUB-OBJECTIVE	ACTIVITY	RESPONSIBLE UNIT	PARTNERSHIPS	INDICATOR	TARGET VALUE
1. Ensuring that vulnerable groups benefit equally from transportation services 	1.1 Improving accessibility in transportation from a gender equality perspective	1.1.1 Monitoring the Providing multilingual announcements and notices in public transportation	- İZMİR METRO - İZDENİZ - ESHOT	İZBAN	Number of Followups/ Inspections	Short Term: 360 Middle Term: 720 Long Term: 1080
		1.1.2 Preparation and widespread distribution of materials visualising public transportation rules on vehicles	- İZMİR METRO - İZDENİZ - ESHOT		Number of Buses Where Materials Have Been Placed	Short Term: 50 Middle Term: 150 Long Term: 300
		1.1.3 Monitoring accessibility in public transportation, taking into account the needs of vulnerable groups	- İZMİR METRO - İZDENİZ - ESHOT - Department of Rail Systems - Department of Women and Family Services	- District Municipalities - Mukhtars	Number of Followups/ Inspections	Short Term: 720 Middle Term: 1080 Long Term: 3240
		1.1.4 Promoting the practice of alighting outside designated stops on Eshot buses between 22:00 and 06:00 using various visual materials	- Department of Press,Publications and Public Relations - ESHOT	- Non-Governmental Organisations - Universities - District Municipalities - Professional Associations - Mukhtars	Number of Social Media Posts	Short Term: 2 Middle Term: 6 Long Term: 14
	1.2 Improving safety in transportation services	1.2.1 Monitoring of lighting and security camera systems at public transportation stops and piers within the Izmir Metropolitan Municipality	- İZDENİZ - İZMİR METRO - ESHOT		Number of Inspections	Short Term: 360 Middle Term: 720 Long Term: 1080
	1.3 Increasing access to municipal services by generating gendersensitive and inclusive data	1.3.1 Increasing the display of 'Violence Hotline' posters on public transportation	- İZMİR METRO - İZDENİZ - ESHOT - Department of Women and Family Services - Department of Press, Publications and Public Relations	- Non-Governmental Organisations - Universities - District Municipalities - Professional Associations - Mukhtars	Number of Posters	Short Term: 410 Middle Term: 870 Long Term: 1430
		1.3.2 Monitoring of security measures using security cameras on public transportation vehicles	- İZDENİZ - İZMİR METRO - ESHOT		Number of Inspections/Monitoring	Short Term: 360 Middle Term: 720 Long Term: 1080
	1.4 Developing a gender perspective in municipal employment policies	1.4.1 Providing gender training	- İZMİR METRO - İZDENİZ - ESHOT - Department of Women and Family Services - Department of Human Resources and Training	- Non-Governmental Organisations - Universities - District Municipalities - Professional Associations - Mukhtars	Number of Participants	Short Term: 50 Middle Term: 150 Long Term: 300

DISASTER MANAGEMENT

GENERAL OBJECTIVE	SUB-OBJECTIVE	ACTIVITY	RESPONSIBLE UNIT	PARTNERSHIPS	INDICATOR	TARGET VALUE
1. Increasing protective and preventive measures for women and girls in the event of a disaster		1.1 Conducting periodic training on gender equality in disasters	- Department of Disaster Management - Department of Women and Family Services	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities - Professional Associations - Mukhtars	Number of Participants	Short Term: 1300 Middle Term: 2700 Long Term: 4000
		1.2 Integration of the Izmir Metropolitan Municipality Response Plan with the District Municipalities' Response Plans, and the adaptation of these plans to prioritise vulnerable groups	- Department of Disaster Management - District Municipalities	- District Municipalities - Non-Governmental Organisations	Number of Plans	Short Term: 1 Middle Term: 3 Long Term: 5
		1.3 Promotion and dissemination of the 'Emergency Izmir' application	- Department of Disaster Management - Department of Press, Publications and Public Relations	- Non-Governmental Organisations - Izmir City Council - Universities - District Municipalities - Professional Associations - Mukhtars	Number of Participants	Short Term: 1300 Middle Term: 2700 Long Term: 4000
		1.4 Implementating social assistance in disaster situations from a gender equality perspective	Department of Disaster Management	District Municipalities	Number of Specifications	Short Term: 1 Middle Term: 2 Long Term: 3
		1.5 Prioritising vulnerable groups and promoting search and rescue and first aid training from a gender equality perspective to address the challenges they face during disasters	- Department of Disaster Management - Department of Women and Family Services	- Non-Governmental Organisations - Universities - District Municipalities - Professional Associations - Mukhtars	Number of Participants	Short Term: 1300 Middle Term: 2700 Long Term: 4000
		1.6 Visual materials produced for disaster awareness campaigns must be created using a design language that is gender-sensitive, clear and straightforward	- Department of Disaster Management - Department of Women and Family Services	District Municipalities	Print and Distribution Quantity	Short Term: 500 Middle Term: 100 Long Term: 2000
		1.7 Increasing the number of coordination centres through cooperation between mukhtars and local authorities	- Department of Disaster Management - Department of Mukhtars Affairs	- District Municipalities - Mukhtars - Non-Governmental Organisations - Izmir City Council	Number of Districts Covered by the Plan	Short Term: 1 Middle Term: 3 Long Term: 5

DISASTER MANAGEMENT

GENERAL OBJECTIVE	SUB-OBJECTIVE	ACTIVITY	RESPONSIBLE UNIT	PARTNERSHIPS	INDICATOR	TARGET VALUE
1. Increasing protective and preventive measures for women and girls in the event of a disaster		1.8 Providing gender equality training to managers and staff at the Department of Disaster Management	• Department of Disaster Management • Department of Women and Family Services		Number of Participants	Short Term: 10 Middle Term: 30 Long Term: 50
		1.9 Providing psychological first aid training to first responders such as the fire service, and Providing support against secondary trauma	• Department of Disaster Management • Department of Health Affairs	• Non-Governmental Organisations • Universities • District Municipalities • Professional Associations • Mukhtars	Number of Participants	Short Term: 100 Middle Term: 300 Long Term: 500
		1.10 Establishing safe shelter and protection areas for vulnerable groups in the event of disasters	• Department of Disaster Management • Department of Women and Family Services	• District Municipalities • Non-Governmental Organisations • Izmir City Council • Mukhtars • Universities • Professional Associations	Number of Containers Purchased	Short Term: 50 Middle Term: 150 Long Term: 200



ANNEX:

Declaration of Compliance of the 2025-2027 Local Equality Action Plan (LEAP) with the EU Gender Equality Plan (GEP) Criteria

The 2025-2027 Local Equality Action Plan (LEAP), prepared by Izmir Metropolitan Municipality, fully meets the mandatory eligibility criteria for a **Gender Equality Plan (GEP)** as required by the European Commission under the Horizon Europe programme. The plan provides a comprehensive strategic framework aimed at mainstreaming gender equality within both the institutional structure and across the city.

The compliance of the LEAP with the four mandatory criteria defined within the GEP framework is detailed below:

1. Public Document

- **Official Adoption and Signature** The 2025-2027 LEAP was signed by the Mayor of Izmir Metropolitan Municipality, Dr. Cemil Tugay, and approved with top-level management commitment, pursuant to the authority granted by the Izmir Metropolitan Municipality Council decision dated 14.03.2025 and numbered 328.
- **Publication:** The document is a transparent and accessible policy document shared with the public on the institution's official website.

2. Dedicated Resources

- **Institutional Mechanism:** The monitoring and coordination of the LEAP are carried out by the **Gender Equality Unit**, established under the Women's Studies Branch Directorate, which operates under the Department of Women and Family Services.
- **Budget Allocation:** The financial resources required for the implementation of gender equality activities and the monitoring of the plan are met from the municipal budget allocated to the Women's Studies Branch Directorate.

3. Data Collection and Monitoring

- **Indicator-Based Monitoring:** Each activity within the LEAP includes concrete and measurable indicators—such as “Number of Participants,” “Number of Services,” or “Number of Centres Opened”—that enable the collection of **sex-disaggregated data**.
- **Periodic Reporting:** In line with the principles of “Monitoring, Audit, and Transparency,” the plan envisages assessing the impact of activities on beneficiaries and conducting regular reporting based on this data. The Gender Equality Unit is tasked with reporting the implementation results of the plan.

4. Training and Capacity Building

- **Staff Training:** Specific actions have been defined within the plan to provide “GenderEquality” training to managers and personnel across Izmir Metropolitan Municipality.
- **Managers and Decision-Makers:** Specialized capacity-building activities, such as “Gender-Responsive Budgeting” training for senior management and “Inclusive Language Workshops” for technical staff, have been incorporated into the plan.

