



## PROJECT NARRATIVE AND FINANCIAL PROGRESS REPORT TEMPLATE

**PROJECT NAME AND ID: TURKEY'S ENGINEER GIRLS**

**REPORTING PERIOD: JANUARY 2018 – DECEMBER 2018**

### Project Synopsis

<b>Project Name</b>	Turkey's Engineer Girls
<b>Location</b>	Ankara, Turkey
<b>Project Duration</b>	5 years
<b>Project Start Date</b>	August 2016
<b>Project End Date</b>	December 2020
<b>Reporting Period</b>	January 2018 – December 2018
<b>Overall Objective</b>	Overall the Project targets to develop models to support promotion of engineering profession, high quality women employment and inclusive business models while analyzing the regulatory framework to create enabling environment to support and adopt inclusive business practices with a strong emphasis on gender mainstreaming and gender equality.
<b>Direct Beneficiary</b>	Ministry of Family and Social Policies
<b>Target Groups</b>	Female engineering students in universities, female high school students,

	corporate staff of Limak
<b>Final Beneficiaries</b>	Female engineering students in universities, female high school students, corporate staff of Limak
<b>Expected Results</b>	Professional women employment in leading services and manufacturing sectors supported with scalable models contributing to transformation to more inclusive business environment
<b>Main Activities</b>	<ul style="list-style-type: none"> <li>- An analysis framework developed on assessment of challenges and barriers.</li> <li>- A support program to empower and encourage female students for engineering designed.</li> <li>- Corporate inclusive business models to adopt, implement and advocate gender sensitive approaches developed</li> </ul>

## EXECUTIVE SUMMARY

Gender Mainstreaming Study kick-off meeting was realized in Limak Holding in Istanbul within the 3rd component of the project which is the corporate inclusive business models to adopt, implement and advocate gender sensitive approaches developed. After the Gender Mainstreaming Study kick-off meeting, Limak Holding started to determine of Institutional Needs of Limak. Istanbul Meeting of Turkey's Engineer Girls Project was held in Istanbul. Training of trainers for high school program was held in Antalya. 48 high school directors and 48 counselors attended the training. Role model meetings were realized within the scope of training of trainers for high school program. Role models met with high school students at 48 high schools in 10 different cities (Ankara, Antalya, Artvin, Çanakkale, Elazığ, Hatay, İstanbul, Kırklareli, Muğla and Siirt). The university program of 2017 was evaluated by an individual consultant and suggestions were made. The high school program was also evaluated by a consultant.

### I. Purpose

The project has two expected results:

- 1) **A support program to empower and encourage female students for engineering designed:** This activity will identify challenges for female students to prefer engineering faculties and design two-fold support program.
  - a. To increase participation from female students to engineering departments
  - b. To empower female engineering students through scholarship, capacity building, awareness raising activities.
- 2) **Corporate models to adopt, implement and advocate gender sensitive approaches developed:** Benefiting from the experience of the assessments carried out in first result internal analysis will be carried out in Limak Holding for corporate principles on gender equality. Internationally recognized tools will be used and internal capacity building programs will be developed along with the advocacy plan.

### II. Results

#### i) Narrative reporting on results:

- **Outcomes:**

The long term outcome of the Project is to increase women's high quality employment and advocate gender equality principles in the leading services and manufacturing sectors to improve inclusiveness of economic growth in a sustainable manner. Advocating gender equality principles within the private sector companies has been started by holding meetings and engaging the consultants professionalized on gender studies to the project.

- **Outputs:**

The Report of the project which summarizes the current situation in Turkey and how Turkey's Engineer Girls relate with the situation and how does it contribute to the solutions, namely "Engineer Girls of Turkey; Towards Gender Equality in Engineering" is prepared in Turkish and English. The report is published in EGT's website and UNDP's website. The report has been prepared within the scope of the EGT Project which aims to build a gender equal structure in the field of engineering and in line with the goal to increase and support women's participation in the profession of engineering under equal conditions

and in equal numbers as men. This Report aims to serve as a resource not only for this project but also for other projects or studies to be implemented in the field and to convey the experience obtained through the project. In line with this aim, the Report primarily refers to the existing conceptual and analytical information in the literature and then the evaluations carried out up until now in the scope of the EGT Project.

Istanbul Meeting of Turkey's Engineer Girls Project was held in Istanbul. The scholars and mentors met in İstanbul for the "İstanbul Buluşması" event of the Turkey's Engineer Girls Project which is being held each year. UNDP Good Will Ambassador Mert Firat was also involved in the meeting with his inspiring speech.

Project management unit, Limak Foundation, Ministry of National Education and Ministry of Family and Social Policies completed trainers' selection process for training of trainers for high school program. Training of trainers program content was prepared by selected trainers with comments and reviews of all project partners. The content of the program was reviewed and contributions were made through the eye of the Gender Equality Advisor of UNDP.

Training of trainers for high school program was held in Antalya. 48 high school directors and 48 psychological counseling and guidance teachers attended the training. Training of gender equality, engineering as an occupation for woman, concept of engineering, social perceptions and awareness on woman's engagement in work life and obstacles behind university study and work preferences and triggering factors of these common perceptions created by the society were delivered.

Role model meetings were realized within the scope of training of trainers for high school program. Role models met with high school students at 48 high schools in 10 different cities (Ankara, Antalya, Artvin, Çanakkale, Elazığ, Hatay, İstanbul, Kırklareli, Muğla and Siirt). Women engineers who takes part in the project as mentors visited high school to share their professional knowledge and experience, and to have a question and answer session with the students to better represent the field of engineering.

For the corporate inclusive models to be developed; Gender Equality Seal Programme of UNDP is decided to be piloted in one of the companies of Limak Holding. A consultant will be hired for the gender mainstreaming activities. The methodology of the Gender Equality Seal will be used. The advocacy of the programme in Turkey will be made together with Limak in Turkey. Gender Mainstreaming Study kick-off meeting was realized in Limak Holding in Istanbul within the 3rd component of the project which is the corporate inclusive business models to adopt, implement and advocate gender sensitive approaches developed. After the Gender Mainstreaming Study kick-off meeting, Limak Holding started to determine of Institutional Needs of Limak.

In line with the UNDP Turkey CO's Gender Equality Seal Strategy, several meetings were held with governmental bodies like KEFEK, Ministry of Family, Labor and Social Services.

- Explain, if any delays in implementation, challenges, lessons learned & best practices:  
**Project Risks:**

<b>Type</b>	<b>Date Identified</b>	<b>Description</b>	<b>Comment or Management Response</b>
<b>OPERATIONAL</b>	August 2016	Change in the operational priorities of the partner institutions	Establishing strong communication channels with partners
<b>OPERATIONAL</b>	October 2018	Lack of appropriation of high schools' administrations	Strong communication will be needed for monitoring mechanisms.
<b>ECONOMIC</b>	August 2016	Lack of interest from high schools to be a part of the awareness program	Training of trainers will be in place.

## ii) Indicator Based Performance Assessment:

Using the **Project Results Framework from Logframe of the Project Document** - provide an update on the achievement of indicators at both the output and outcome level in the table below. Where it has not been possible to collect data on indicators, clear explanation should be given explaining why, as well as plans on how and when this data will be collected.

	<b><u>Indicative Activities</u></b>	<b><u>Achieved Indicator Targets</u></b>	<b>Reasons for Variance with Planned Target (if any)</b>	<b>Source of Verification</b>
<p><b>Output 1<sup>1</sup></b> Professional women employment in leading services and manufacturing sectors supported with scalable models contributing to transformation to more inclusive business environment</p> <p><b>Indicator:</b></p> <ol style="list-style-type: none"> <li>Support program</li> <li># of employees trained</li> <li># of women engineers benefited from support programs developed</li> <li># of models to support inclusive business and gender sensitive approaches</li> <li># of assessments and reports</li> </ol> <p><b>Baseline:</b></p> <ol style="list-style-type: none"> <li>Assessment on challenges for women in engineering intense sectors-services and manufacturing- limited</li> <li>Awareness on gender equality and women's empowerment among service sector and manufacturing sector is low</li> <li>Programs support female engineering students and their capacity development, limited</li> <li>Corporate models supporting gender sensitive inclusive business models, limited</li> </ol> <p><b>Planned Target:</b></p> <ol style="list-style-type: none"> <li>Analysis Framework ready</li> </ol>	<p><b>1.1 An analysis framework developed on assessment of challenges and barriers</b></p> <ol style="list-style-type: none"> <li>1.1.1 Identification of research methodology and tools</li> <li>1.1.2 Development of evaluation plan for the long term program</li> </ol> <p><b>1.2 A support program to empower and encourage female students for engineering designed.</b></p> <ol style="list-style-type: none"> <li>1.2.1 Pilot Support Program for engineering students for capacity improvement (i.e. Scholarship program, engineering management, social engineering programs)</li> <li>1.2.2 Pilot Support Program for high school students</li> <li>1.2.3 Pilot Capacity Building for corporate staff</li> </ol> <p><b>1.3 Corporate inclusive business models to adopt, implement and advocate gender sensitive approaches developed</b></p> <ol style="list-style-type: none"> <li>1.3.1 Institutional Needs Assessment</li> <li>1.3.2. Gender Equality Mainstreaming Studies in Holding Company (or selected companies)</li> <li>1.3.3 Capacity Building for corporate staff</li> <li>1.3.4. Assessment of international recognized tools promoting gender</li> </ol>	<p>1.1. For the Identification of research methodology and tools under the preparation of the analysis framework, a consultant was contracted.</p> <p>1.2.1 Ongoing Pilot support program was enhanced with UNDP's comments</p> <p>1.2.2 For development of the pilot support program for high school students a contract with METU IDS was signed and one of the deliverable of the consultant mobilized under the 1st output was decided to be the draft design of the high school awareness program.</p> <p>1.2.3. Not started</p> <p>1.3.1. Not started</p> <p>1.3.2. TMK project team within Limak was invited to participate in the Panama meeting of UNDP on Gender Seal for private sector. They will participate on 21-22-23 November 2016.</p> <p>Gender Equality Seal Programme of UNDP is decided to be piloted in one of the companies of Limak Holding. A consultant will be hired for the gender mainstreaming activities. The methodology of the Gender</p>		<p>Terms of References and contracts of the consultants</p> <p>Drafts of 1<sup>st</sup> deliverables of consultants</p> <p>Minutes of meetings</p> <p>Gender Equality Seal document of UNDP translated in Turkish</p>

<sup>1</sup> Note: Outcomes, outputs, indicators and targets should be **as outlined in the Project Document/ specific** so that you report on your **actual achievements against planned targets**. Add rows as required for Outcome 2, 3 etc.

<p>2. Evaluation Programme</p> <p>3. Initial corporate gender analysis</p>	<p>equality for inclusive business</p> <p>1.3.5 Policy Advocacy on scaling the exercise in different sectors within the Limak holding</p> <p>1.3.6 Promotion and Communication Plan of the Overall Programme</p>	<p>Equality Seal will be used. The advocacy of the programme in Turkey will be made together with Limak in Turkey. Gender Mainstreaming Study kick-off meeting was realized in Limak Holding in Istanbul within the 3rd component of the project which is the corporate inclusive business models to adopt, implement and advocate gender sensitive approaches developed. After the Gender Mainstreaming Study kick-off meeting, Limak Holding started to determine of Institutional Needs of Limak.</p> <p>1.3.3. Not started</p> <p>1.3.4. Gender Equality Seal document of UNDP translated in Turkish</p> <p>1.3.5. 2 Gender Equality Trainings were realized by UNDP Gender Advisor within LIMAK.</p> <p>1.3.6 A communication plan for the overall program was prepared by communication officer of UNDP.</p>		
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### III. Monitoring Arrangements

**These include outcome groups, stakeholder meetings, steering committees, and focus group interviews; The project coordinator or manager should review project -related reports, including financial reports, by the implementing partners to serve as a basis for their analysis**

- Provide details on the monitoring system(s) that are being used and how you identify and incorporate lessons learned into the ongoing Project, including corrective actions that may have been taken.
- Report on any assessments, evaluations or studies undertaken.
- Istanbul Meeting of Turkey’s Engineer Girls Project was realized with the scholars and mentors. UNDP Good Will Ambassador Mert Firat was also involved in the meeting with his inspiring speech.
- Training of trainers for high school program was held in Antalya. 48 high school directors and 48 psychological counseling and guidance teachers attended the training.
- Role model meetings were realized within the scope of training of trainers for high school program at 48 high schools in 10 different cities.
- Coordination meetings were held with Ministry of Family, Labor and Social Services and LİMAK.
- In line with the UNDP Turkey CO’s Gender Equality Seal Strategy, several meetings were held with governmental bodies like KEFEK, Ministry of Family, Labor and Social Services.
- 2 Gender Equality Trainings were realized by UNDP Gender Advisor within LİMAK.

### IV. Programmatic Revisions (if applicable)

N/A

### V. Budget and Financial Progress

Fiscal Year	Fund	Donor	Responsible Party	Budget	Encumbrances	Expenditure	Balance
2018	30000	12704	001981	168,480.00	0	84,601.67	83,878.33

### Report Submitted By:

Name/Surname:

Title:

Date:

Signature: