



PROJECT NARRATIVE AND FINANCIAL PROGRESS REPORT TEMPLATE

PROJECT NAME AND ID: TURKEY'S ENGINEER GIRLS

REPORTING PERIOD: JANUARY 2017 – DECEMBER 2017

Project Synopsis

Project Name	Turkey's Engineer Girls
Location	Ankara, Turkey
Project Duration	5 years
Project Start Date	August 2016
Project End Date	December 2020
Reporting Period	January 2017 – December 2017
Overall Objective	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.
Direct Beneficiary	Ministry of Family and Social Policies
Target Groups	Female engineering students in universities, female high school students,

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

EXECUTIVE SUMMARY

During the reporting period Project Board (PB) meetings took place frequently in order to accelerate the high school program to be conducted.

Within the scope of the project, a Gender Equality Training was held for the employees of Limak Holding on 24 February 2017.

Within the context of the 2nd component of the project; the partnership with METU Interdisciplinary Design Studio has been completed and the board game was created by the METU IDS team for the Turkey's Engineer Girls Project to be used for the high school programmes.

Project consultant carried out the focus group meetings and reported the outputs of these meetings.

The educational materials were designed by the company. The project consultant Ebru Hanbay akır reviewed the educational materials. The board game which was designed by METU Interdisciplinary Design Studio was improved to be used in the pilot high school program.

Ministry of Education was

Three meetings were held with Ministry of Education and official letters have been exchanged between Ministry of Family and Social Policies and Ministry of Education. It was agreed together with the Ministry of Education to hold the 2 days high school training program in Antakya Anadolu Lisesi and İskenderun İstiklal Makzume Anadolu Lisesi.

The high school program was held in Hatay for 2 days. 135 students, 35 teachers and 56 parents were reached with the 2 days program which includes presentations, role model interviews, board game and Virtual Reality experience.

The Recommendations Report to the Scholarship Program was prepared by the project consultant Selin Akyüz and it was revised with the project partners' comments.

The 2nd Gender Equality Training Session was held in İstanbul Limak Holding office by the Gender Advisor of UNDP Turkey; Ms. Gökçe Bayrakçeken.

Mentor and mentee trainings were realized in İstanbul Limak Holding office.

The project partners agreed to conduct a Training of Trainers for high school program to reach more beneficiaries for the education year of 2017-2018. It is expected to focus on gender equality, occupational segregation as well as discovering talents and interests. In this context, a company was contracted to carry out its activities.

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:**

During the reporting period Project Board (PB) meetings took place frequently in order to accelerate the high school program to be conducted.

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

Type	Date Identified	Description	Comment or Management Response
OPERATIONAL	August 2016	Change in the operational priorities of the partner institutions	Establishing strong communication channels with partners
OPERATIONAL	May 2017	Number of students, teachers and parents benefited from high school program to be low	The beneficiary number was low comparing to the effort so the methodology will be modified.

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.

	<u>Indicative Activities</u>	<u>Achieved Indicator Targets</u>	Reasons for Variance with Planned Target (if any)	Source of Verification
<p>Output 1¹ Professional women employment in leading services and manufacturing sectors supported with scalable models contributing to transformation to more inclusive business environment</p> <p>Indicator:</p> <ol style="list-style-type: none"> 1. Support program 2. # of employees trained 3. # of women engineers benefited from support programs developed 4. # of models to support inclusive business and gender sensitive approaches 5. # of assessments and reports <p>Baseline:</p> <ol style="list-style-type: none"> 1. Assessment on challenges for women in engineering intense sectors-services and manufacturing- limited 2. Awareness on gender equality and women's empowerment among service sector and manufacturing sector is low 3. Programs support female engineering students and their capacity development, limited 4. Corporate models supporting gender sensitive inclusive business models, limited <p>Planned Target:</p> <ol style="list-style-type: none"> 1. Analysis Framework ready 	<p>1.1 An analysis framework developed on assessment of challenges and barriers</p> <ol style="list-style-type: none"> 1.1.1 Identification of research methodology and tools 1.1.2 Development of evaluation plan for the long term program <p>1.2 A support program to empower and encourage female students for engineering designed.</p> <ol style="list-style-type: none"> 1.2.1 Pilot Support Program for engineering students for capacity improvement (i.e. Scholarship program, engineering management, social engineering programs) 1.2.2 Pilot Support Program for high school students 1.2.3 Pilot Capacity Building for corporate staff <p>1.3 Corporate inclusive business models to adopt, implement and advocate gender sensitive approaches developed</p> <ol style="list-style-type: none"> 1.3.1 Institutional Needs Assessment 1.3.2. Gender Equality Mainstreaming Studies in Holding Company (or selected companies) 1.3.3 Capacity Building for corporate staff 1.3.4. Assessment of international recognized tools promoting gender 	<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 Baseline Report and the Evaluation Report have been delivered.</p> <p>1.2.2 The partnership with METU IDS continued and the board game has been prepared and submitted to UNDP to be used in high school program. A program was designed and implemented in Hatay in two schools.</p> <p>1.2.3 Not started</p> <p>1.3.1 Not started</p> <p>1.3.2, A representative from Limak participated in the Panama meeting of UNDP on Gender Seal for private sector. They will participate on 21-22-23 November 2016. Gender training was held within Limak by the Gender Advisor of UNDP Turkey.</p> <p>1.3.3 Two Gender Equality trainings were held for Limak staff, one in Istanbul and one in Ankara.</p> <p>1.3.4 Gender Equality Seal</p>	<p>Deliverables of consultants</p> <p>The board game designed for the high school program</p>	

¹ 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 3. Initial corporate gender analysis</p>	<p>equality for inclusive business 1.3.5 Policy Advocacy on scaling the exercise in different sectors within the Limak holding 1.3.6 Promotion and Communication Plan of the Overall Programme</p>	<p>document of UNDP translated in Turkish 1.3.5 Not started 1.3.6 A TV commercial was telecasted for 1 week on Turkish TV channels.</p>		
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III. Programmatic Revisions (if applicable)

After the evaluation of the offers for the RFP held for the high school program. It was agreed to transfer the 2nd tranche of the payment earlier than it is indicated in the project document. The amount of USD 84,240 was transferred to UNDP on 18 May 2017.

IV. Budget and Financial Progress

Fiscal Year	Fund	Donor	Responsible Party	Budget	Encumbrances	Expenditure	Balance
2017	30000	12704	001981	157,680.00	0	81,107.31	76,572.69

Report Submitted By:...

Name/Surname: Ceyda Alpay

Title: Project Manager

Date: 15/07/2017

Signature:

