



PROJECT NARRATIVE AND FINANCIAL PROGRESS REPORT TEMPLATE

PROJECT NAME AND ID: TURKEY'S ENGINEER GIRLS

REPORTING PERIOD: JANUARY 2020 – DECEMBER 2020

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 2020 – December 2020
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, Labour and Social Services
Target Groups	Female engineering students in universities, female high school students, their families and teachers and corporate staff of Limak
Final Beneficiaries	Female engineering students in universities, female 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

Engineer Girls of Turkey project has 3 components. First component of the project has been completed. Project activities in 2020 are mainly in the scope of second and third component.

The second component of Engineer Girls of Turkey (EGT) Project has two different activities; one targeting university students and the other targeting high school students.

Within the university program or the scholarship program; In the period of 2019-2020 total 120 scholars from six different engineering disciplines such as civil engineering, electrical engineering, mechanical engineering and industrial engineering benefited from the scholarship programs. Other opportunities made available for the beneficiaries included;

- Training and mentorship opportunities with women engineers from Limak Group and other companies
- Mentor pool of EGT that reached to 200 women engineers.
- Internship opportunities in Limak Group and other companies
- Leadership in Engineering Certificate Program, a mandatory online course that covers professional as well as personal development modules, designed in cooperation with Boğaziçi University Lifelong Learning Center (BÜYEM).
- Online certified English training courses
- Voluntarism that is expected in the form of mandatory civic involvement through their preferred engagement modality. all scholars received volunteer service 4 hours a month throughout the semester
- Employment opportunities after graduation, subject to demand from Limak Group and other companies.

A digital platform namely “TMK Kariyer” was developed in order to bring companies and engineer girls together for employment and internship opportunities.

Training and networking opportunities were facilitated for project scholars.

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. Role models and celebrities were also involved in the meeting with their inspiring speeches. UNDP SDG Advocate for SDG 5 realized inspiring speech for participant. In the meeting specific session was dedicated to Gender Equality training and conducted by UNDP Gender Advisor.

Project song was created and published with famous musicians and project scholars.

TMK Talks was carried out with role models from the field. Role models from different topic meets scholarship students online, shares experience and answers questions.

A consultation and brainstorming meetings were realized with the participation of project beneficiaries and partners. The sustainability of the project was discussed in detail. The feedback of the participants was collected.

Under the partnership with PERYÖN (People Management Association of Turkey), online trainings including 13 modules on different subject were conducted to support scholars’ personal development as women engineers.

Within the high school program; In 2019-2020 Training of Trainers program, under the partnership with ÖRAV (teachers academy foundation in Turkey) the training of trainers methodology was carried out through 51 teachers who were assigned the responsibility of conducting innovative activities at their schools in 10 provinces. As a result, over 2000 beneficiaries including teachers, students and their parents benefited from awareness raising activities on STEM through Training of Trainers modality. All volunteer teachers are monitored by and supported with a platform where they share information about activities they have conducted. The high school program was also evaluated by a consultant.

Role model videos were generated and published to raise awareness on selection of profession and engineering departments on project social media accounts.

Under the second component of the project, the capacity of project partners including PERYÖN and ÖRAV were increased in terms of gender responsive approaches and basics of gender equality.

Within the third component of the project; Pilot study was carried out in Limak Investment through UNDP's Gender Equality Seal (GES) Program. The program evaluated the current status within the company and make firm-level suggestions according to GES benchmarks. Action plan was developed according to self-assessment outputs and implementation progress was initiated. This pilot study that has been held in one of the companies in Limak Holding will be represented as a first and good practice and would be expected to implement further in the private sector in Turkey. This experience was replicated into additional 4 tourism companies under Limak Holding. Equality committee was established and trainings on gender equality were delivered to committee.

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:**

- Total 120 scholars benefited from the scholarship and other opportunities such as certificate programs, English language course, mentorship support, internship and employment that will contribute to their personal and career development throughout their studies.
- EGT's size of mentor pool reached to 200 mentors.
- TMK Talks activities were organized with role models from the field. Role models from different topic meets scholarship students online, shares experience and answers questions.
- Istanbul Meeting of Turkey's Engineer Girls Project was held in Istanbul. The scholars and mentors met in Istanbul for the "İstanbul Buluşması" event of the Turkey's Engineer Girls Project which is being held each year. Role models and celebrities were also involved in the meeting with their inspiring speech. In the meeting one Gender Equality training was realized by UNDP gender advisor.
- Meetings were realized to discuss sustainability of the project.
- Rapid assessment study was done to review, monitor whole implementation period of project.
- In 2019-2020 Training of Trainers program, a partnership with ÖRAV (teachers academy foundation in Turkey) was developed and the training of trainers methodology was implemented through 51 voluntary teachers from 10 provinces. In total, over 2000 beneficiaries including teachers, students and their parents benefited from awareness raising activities on STEM through Training of Trainers modality. All volunteer teachers are followed by a platform where they share their activities. The high school program was also evaluated by a consultant.
- Pilot study was carried out in Limak Investment through UNDP's Gender Equality Seal (GES) Program. GES program was replicated into 4 additional tourism companies.
- **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
ECONOMIC	August 2016	Lack of interest from high schools in managerial level to be a part of the awareness program	Training of trainers will be in place.
OPERATIONAL	October 2018	Lack of appropriation of high schools' administrations	Strong communication will be needed for monitoring mechanisms.
OPERATIONAL	February 2019	Sustainability of the project	Meetings were held with the project beneficiaries and partners to receive their feedbacks and ensure the sustainability of the project.
ECONOMIC	September 2020	Lack of financial resources for sustainability of project	New project proposals were developed to submit donors for additional fund for project.

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"> Support program # of employees trained # of women engineers benefited from support programs developed # of models to support inclusive business and gender sensitive approaches # of assessments and reports <p>Baseline:</p> <ol style="list-style-type: none"> Assessment on challenges for women in engineering intense sectors-services and manufacturing- limited Awareness on gender equality and women's empowerment among service sector and manufacturing sector is low Programs support female engineering students and their capacity development, limited Corporate models supporting gender sensitive inclusive business models, limited <p>Planned Target (2019):</p>	<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 	<p>1.1 An analysis framework developed on assessment of challenges and barriers</p> <p>1.1.1 Completed</p> <p>1.1.2 Completed</p> <p>1.2 A support program to empower and encourage female students for engineering designed.</p> <p>1.2.1 In 2019-2020 period 120 scholar benefited from scholarship and other opportunities such as certificate programs, English language course, mentorship support, internship and employment opportunities.</p> <p>1.2.2 In 2020 Training of Trainers program, a partnership with ÖRAV (teachers academy foundation in Turkey) was developed and the training of trainers methodology was implemented through 51 voluntary teachers from 10 provinces. In total, over 2000 beneficiaries including teachers, students and their parents benefited from awareness raising activities on STEM through Training of Trainers modality. All volunteer teachers are followed by a platform where they share their activities. The high school program was also evaluated by a consultant.</p>		<p>Terms of References and contracts of the consultants</p> <p>Deliverables of consultants</p> <p>Minutes of meetings</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.

<ol style="list-style-type: none"> 1. Existence of a private sector led two fold support program and gender assessment in Limak key areas. 2. 20 employees trained by ToT 3. At least 1 model that promote inclusive business and gender equality developed for Limak business lines. 	<p>Assessment</p> <p>1.3.2 Gender Equality Mainstreaming Studies in Holding Company (or selected companies)</p> <p>1.3.3 Capacity Building for corporate staff</p> <p>1.3.4. Assessment of international recognized tools promoting gender 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>1.2.3 The capacity of project partners including PERYÖN and ÖRAV were increased in terms of gender responsive approaches and basics of gender equality. Within the scope of 3th component of the project gender equality awareness raising trainings were realized with Limak employees.</p> <p>1.3 Corporate inclusive business models to adopt, implement and advocate gender sensitive approaches developed</p> <p>1.3.1 Institutional needs analysis was initiated into 4 tourism companies. Consultant pool were created. Self-assessment stage of the piloting was initiated into new companies.</p> <p>1.3.2 Pilot study was carried out in Limak Investment through UNDP's Gender Equality Seal (GES) Program. Replication studies were initiated into 4 additional tourism companies.</p> <p>1.3.3 Gender Equality and Gender Equality Seal trainings were organized by UNDP for Limak tourism task force group.</p> <p>1.3.4 Assessment of international recognized tool called Equality@Work promoting gender equality for inclusive business was purchased. Self-assessment stage of the piloting was completed through Equality@Work. A work plan was developed. Methodology for adaptation of GES to Turkey was developed for the completed steps.</p> <p>1.3.5 Communication and advocacy activities of the GES programme was initiated.</p> <p>1.3.6 Not started.</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.
- Gender Equality trainings were realized by UNDP Gender Advisors with project scholars, ÖRAV (teachers academy foundation in Turkey), PERYÖN (people management association of Turkey) and LİMAK gender equality seal task force.
- Istanbul Meeting of Turkey's Engineer Girls Project was realized with the scholars and mentors. Inspiring speeches were realized by role models and celebrities.
- Training of Trainers program, a partnership with ÖRAV (teachers academy foundation in Turkey) was developed and the training of trainers methodology was implemented through 50 voluntary teachers from 10 provinces. In total, over 2000 beneficiaries including teachers, students and their parents benefited from awareness raising activities on STEM through Training of Trainers modality.
- Evaluation of training of trainers was realized by UNDP Gender Advisor.
- 8 TMK Talks activities was realized by actors from the different professions.
- 6 role model meeting videos were created and published.
- Pilot study was carried out in Limak through UNDP's Gender Equality Seal (GES) Program. The program was replicated into 4 additional tourism companies.
- Rapid assessment study was completed and the report submitted to project partners.
- Coordination meetings were held with Ministry of Family, Labor and Social Services and LİMAK.

IV. Programmatic Revisions (if applicable)

N/A

V. Budget and Financial Progress

Fiscal Year	Fund	Donor	Responsible Party	Budget	Encumbrances	Expenditure	Balance
2020	30000	12704	001981	132,840.00	0	95,149.87	37,690.13

Report Submitted By:

Name/Surname:

Title:

Date:

Signature: