



# Bodrum Municipality Local Equality Action Plan

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## Local Equality Action Plan Coordination Team

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# MAYOR'S FOREWORD

Dear Bodrum residents;

I am very proud to share with you the Local Equality Action Plan that we have prepared with great effort.

With a local governance approach where all inequalities in Bodrum are seen, different needs are taken into account and no one is left out, we mobilized all Municipality resources, from senior management to department staff, and on March 8, 2020, we started preparations for the Local Equality Action Plan, one of the sine qua non of the European Charter for Equality of Women and Men in Local Life.

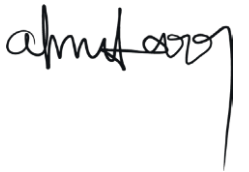
While preparing this plan, we aimed to build a livable Bodrum for everyone together, without leaving a single person behind or excluded, with the awareness that solutions are as diverse as problems. By adopting participation at all stages, we have prepared this plan with the contribution and effort of Bodrum Women's Solidarity Association, Bodrum City Council Women's Assembly and other non-governmental organizations, together with women, who have the real say for an egalitarian city. We are determined to work together with women to create our safe, egalitarian and violence-free city.

From today onwards, our priority will be to fulfill the requirements of this plan, which focuses on gender equality, ensures participation, recognizes diversity and brings with it institutional arrangements, and to continue all our municipal services with the perspective offered by the plan.

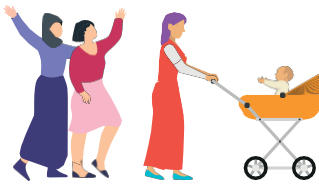
Our aim is not only to find solutions to Bodrum's problems. From Bodrum to the whole of Turkey, we aim to present a management model that adopts the principle of gender equality, combats violence by implementing the Istanbul Convention locally, walks together with women's organizations and increases opportunities for cooperation.

Dear Bodrum residents; a democratic society cannot ignore the skills, knowledge, experience and creativity of women. With the Local Equality Action Plan, we will bring equal rights to women from Bodrum to all over Turkey. It is with great pleasure that I say that as Mayor of Bodrum, I will continue to stand on the side of women's struggle and equality policies.

Ahmet ARAS  
Bodrum Mayor



# INTRODUCTION



Bodrum Municipality has prepared a Local Equality Action Plan for Bodrum with a focus on gender equality in order to both identify new services and make existing services accessible to everyone with the principle of equality. This plan has emerged through a participatory method as a result of the work carried out with women's organizations since 2019 to institutionalize gender equality within the municipality and in the administration.

Immediately after the 2019 elections, the Bodrum Municipality Gender Equality Commission was established with the participation of both municipal officials and women's organizations to coordinate the process of implementing the integrative policies required for a non-violent and non-discriminatory egalitarian city. The "Bodrum Municipality Gender Equality Directive" prepared through the work of this commission and the subsequent establishment of the "Gender Equality Unit" are critical steps taken to establish, institutionalize and ensure sustainability of gender equality policies within

the municipality. Following these steps, the signing of the "European Charter for Equality of Women and Men in Local Life" by Bodrum Mayor Ahmet Aras initiated the process of preparing a local equality action plan.

The outputs of the work carried out within the scope of the project "From Bodrum to Turkey, Women are Creating an Equal and Violence-Free City", which started in June 2020, was supported by the Sabancı Foundation grant program to create a safe city for women, was a stakeholder of Bodrum Municipality and implemented by Bodrum Women's Solidarity Association, and was very important in determining the activities included in the local equality action plan. The project, which included neighborhood-based needs assessment and empowerment workshops, started with 7 neighborhoods and was later expanded to 56 neighborhoods, creating a bridge between the municipality and women. This bridge was not only defined as conveying women's demands to the

municipality, but the project also aimed to ensure that women have a voice in conveying demands and formulating solutions by ensuring that spokespersons elected from each neighborhood where Gender Equality Workshops were held take part in the Bodrum Gender Equality Commission.

A "Bodrum Municipality Gender Equality Commission Local Equality Action Plan Coordination Team" was formed, including Municipality officials, Bodrum Women's Solidarity Association and experts, to ensure that the findings and recommendations are included in the action plan and to plan meetings with relevant public institutions and organizations and civil society organizations. This team, which met regularly, held meetings with mukhtars, official institutions, women's branches of political parties and more than 60 civil society organizations in Bodrum. The same team finalized the Bodrum Municipality Local Equality Action Plan by gathering and sorting the data obtained in all these interviews and exchanging views with the relevant directorates.

As a result, the Local Equality Action Plan was published and started to be implemented with a total of 250 activities under 5 themes: Participation, Gender-based Violence and Discrimination against Women, Poverty, Economic Empowerment and Employment, Urban Services. The activities in the Plan also include the institutional arrangements required for monitoring the implementation in the following period through participatory methods, just as in the preparation process. However, of course, it will be the will of the women of Bodrum that will keep this plan alive.

Bodrum Municipality  
Gender Equality Commission  
Local Equality Action Plan  
Coordination Team



## What is the European Charter for Equality between Women and Men in Local Life?

Bodrum Municipality signed the Council of European Municipalities and Regions (CEMR) European Charter for Equality of Women and Men in Local Life on March 8, 2020 as a step towards adopting an egalitarian management approach and implementing policies and practices in line with it. The purpose of the Charter is defined as "local and regional authorities in Europe taking up the task of realizing greater equality for their citizens by exercising their competences and building partnerships". Accordingly, local and regional

authorities that have signed the Charter undertake to work for the promotion of local democracy and the building of an equitable society within the limits set by law. The Charter provides the methodology on how local and regional governments will achieve this objective. Accordingly, the preparation and implementation of local equality action plans is set out as a roadmap. According to the principles of the Charter, the preparation of equality action plans should be based on a gender equality perspective. This means that multiple discrimination and disadvantage based on race, skin color, ethnic and social origin, genetic characteristics, language, religion or belief, political or other opinion, membership of a national minority, property, birth, disability, age, sexual orientation or socio-economic status should be addressed within the framework of equality between women and men.



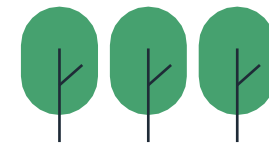
## What is Local Equality Action Plan?

Local equality action plans are tools developed to ensure that all inequalities at the local level are seen and that these inequalities are eliminated and that every individual can exercise their right to the city. The right to the city is a concept of rights that states that every individual has the right to live in the city, while at the same time arguing that every individual has the right to change their city. In the European Urban Charter adopted and proclaimed by the Council of Europe in 1992, the right to the city is defined in detail under twenty headings. The titles of participation and equality defined in the Charter are important bases for local equality action plans. Participation emphasizes the concept of pluralist democracy and the participation of every individual in decisions related to their city. Equality, on the other hand, is defined as "the obligation of local governments to ensure that all these rights are equally available to all individuals regardless of gender, age, origin, belief, social, economic and political discrimination, physical or mental disability".

The European Charter for Equality of Women and Men in Local Life, which was submitted to the CEMR General Assembly in 2006, is the first document that clearly defines the concept of local equality action plan and obliges signatories to prepare a local equality action plan. Since 2006, more than 1600 local and regional governments in 32 European countries have signed the European Charter for Equality between Women and Men in Local Life. In Turkey, the first signatory municipality was Bornova Municipality in 2013.

Today, there are 35 municipalities in Turkey that have signed the European Charter for Equality of Women and Men in Local Life. On the other hand, the first implementation of local equality action plans in Turkey was initiated by the United Nations in 2006 with the Women Friendly Cities Program in 6 pilot provinces, and in its second phase it was implemented in 11 provinces. Local equality action plans, which are defined as intermediate targets of the program, include strategies that increase women's participation in local decision-making processes and improve their daily living conditions, as well as local service models that will ensure the implementation of these strategies. The struggles of women's organizations for local equality policies and mechanisms paved the way for the emergence of these studies. For example, the "From Today for Tomorrow" campaign launched in 2003 by the Women's Coalition in cooperation with KADER Ankara and continued for 5 years is a concrete and powerful example of this struggle.

The Council of European Municipalities and Regions (CEMR) provides the most comprehensive definition of the content and method of preparation of local equality action plans. According to this definition, local equality action plans should be prepared in a diversity-oriented, participatory manner, internalized and budgeted by local governments. Diversity means that the plan covers everyone and everyone's needs. Women, men, children, young people, elderly, disabled, migrants, LGBTI+ people are all equal in terms of rights. This equality can be achieved by considering different needs. The needs of a young woman and an elderly person are not the same and they cannot benefit from municipal services in the same way. Participation means the inclusion of structures organized around the interests, needs and problems of various groups such as other institutions and organizations, non-governmental organizations, civil society organizations, civil initiatives, professional chambers, etc. in the preparation and implementation of the plan in order to address the needs of everyone living locally. The Municipality should provide feedback to all groups involved in the preparation of the Plan during the implementation process. The participatory approach should be maintained in the implementation, supervision and monitoring process as well as in the preparation phase of the Plan. It is expected that the participatory approach will be internalized by local governments and the internal functioning of the local government will be transformed. Budgeting is the preparation of a gender-sensitive budget. A gender-sensitive budget means restructuring the existing budget in a way that takes gender equality into account and defines the use of resources.



## Legal Basis and Grounds

The existence of social, economic, political and cultural inequalities between women and men around the world is essentially sufficient to grasp the importance of a

gender equality perspective in achieving equality.

The World Health Organization announced that in 2021, one out of every three women in the world will be subjected to violence. The published report emphasizes that the Covid-19 pandemic has increased violence against women. The United Nations Women (UN Women) announced this increase rate as 25%. When we compare the World Economic Forum's 2020 and 2021 reports, the social and economic dimensions of the increase in inequality are evident. The 2020 Gender Equality Report of the World Economic Forum states that it will take at least

100 years to achieve full gender equality and 257 years to achieve equal pay with men, while the 2021 report states that it will take 135.6 years to achieve full

gender equality. According to the 2021 report, Turkey ranks 133rd out of 156 countries in achieving gender equality. Considering that Turkey ranked 87th among 187 countries in the World Bank's Gender Discrimination and the Fight Against It Report published in February 2019, it is possible to clearly see the reflection of how the Covid-19 pandemic deepened gender inequality in Turkey. At this point, achieving gender equality will only be possible with a strong political will, by implementing holistic policies and accelerating transformation.

The Universal Declaration of Human Rights, the United Nations Beijing Declaration, the European Convention on Human Rights, and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) are the main legal arrangements that Turkey is bound to at the state level for the realization of gender equality. In addition, the European Urban Charter of the European Congress of Local and Regional Authorities and the European Charter for Equality of Women and Men in Local Life of the Council of European Municipalities and Regions, which have been opened to the signature of local governments, are binding for local governments that have signed them. Following the decision to withdraw from the Council of Europe Convention on Preventing and Combating Violence

against Women and Domestic Violence (Istanbul

Convention), Law No. 6284 on the Protection of the Family and Prevention of Violence against Women and Municipal Law No. 5393 are binding laws at the national level. In addition, the case law of the European Court of Human Rights on gender equality and non-discrimination is also binding for local governments. Pursuant to Article 10 of the Constitution, which regulates the principle of equality, and Article 90, which gives international human rights treaties the force of law, international human rights instruments must be applied when international conventions conflict with national law. Local governments are responsible and authorized to ensure gender equality on the grounds listed above. Fulfillment of these regulations on gender equality is both a right and an obligation for local governments.

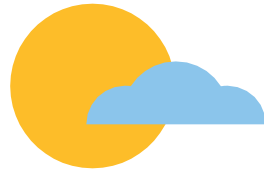




## Women in Bodrum Research Results

Bodrum Peninsula, a district of Muğla province, consists of 56 neighborhoods. Bodrum's urbanizing structure, which regularly receives immigration and exceeds the borders of the district in terms of demographic characteristics, attracts attention. According to the results of the City/District Life Survey conducted by Bodrum Municipality in June 2021, Bodrum is the most desired district to live in Muğla with 84.97% and 67.08% on average are satisfied with living in Bodrum. Moreover, the sample of this survey consists of citizens officially residing in Bodrum. In March 2020, the Covid-19 pandemic, which also affected Turkey, led to an increase in the preference of those who own a second home in Bodrum to live in Bodrum permanently. According to TUIK data, the official population of Bodrum was 187,284 in 2021 and 50.76% of the official population is male and 49.24% is female. It is estimated that this number has increased 2.5 times on average with the pandemic process. Therefore, Bodrum has to be evaluated demographically with this variable structure.

The social, economic and cultural characteristics of women, who make up approximately half of Bodrum's population, were considered particularly important in terms of revealing the dimensions of gender equality. Between 20.07.2020 and 31.01.2022, 7 focus neighborhoods were identified in Bodrum, and despite the pandemic conditions, direct data was obtained from Bodrum women through a face-to-face survey conducted with 358 women during the "Women from Bodrum to Turkey; Creating an Equal and Violence-Free City" Project Bodrum Research conducted in partnership with Bodrum Women's Solidarity Association and Bodrum Municipality. According to the results of the report, striking findings were reached regarding employment, poverty, urban rights, access to health services, violence and participation.



## Employment

When the employment status of the women interviewed during the field research is analyzed, 42.5% of the women stated that they are not employed. When the profiles of unemployed women are analyzed, it is seen that 31.1% of these women have never worked. 37.2% of these women stated that they were employed. While 81.2% of employed women are insured, 18.8% are uninsured. Accordingly, 80.5% of the employed women work in the private sector. The remaining 19.5% work in the public sector. In other words, the rate of informality in the sample is approximately 19%. Approximately 8% of the sample has no social security. Although 13.8% of women without social security are employed, they are outside the social security system.



## Poverty

Women were asked whether they received any help from any institution or organization to determine their living standards. The majority of the women interviewed (79.6%) stated that they did not receive any assistance from any organization. On the other hand, 5.9% stated that they received assistance. Approximately 67% of the women who received assistance stated that they received such assistance during the Covid-19 pandemic. Bodrum Municipality provides some support and carries out projects within the framework of social assistance. In this period, according to data from the Bodrum Municipality Directorate of Culture and Social Affairs, 17,171 food aid, fuel aid for 244 households, furniture and clothing aid for 474 people, and scholarship aid for 646 students were provided.

On the other hand, according to the results of the Pandemic Satisfaction and Expectations Survey conducted by Bodrum Municipality in April 2021 with 3978 people living in Bodrum, the rate of citizens who have economic problems and whose income level has decreased is 65.2%. This rate clearly shows that poverty has deepened with the pandemic.



## Urban Rights

The adequacy and appropriateness of areas such as public transportation, parking lots, market places, public toilets, parks/children's parks, baby care rooms, etc., which women mainly use in urban life, will increase women's welfare in urban life. When the level of women's enjoyment of urban rights is examined, approximately 67% of the women stated that the number of municipal parking lots is not sufficient and the security measures in the parking lots are not adequate (43.3%), and that these parking lots are not close to areas such as schools, kindergartens, and marketplaces (44.4%) to facilitate women's lives. Approximately 60% of women think that municipal marketplaces are easily accessible for women. Another important factor for women to spend time outside at night and feel safe, especially in areas outside the city center, is park-garden and street lighting. Approximately half of the women stated that the stops, parks and streets in their neighborhood are not sufficiently illuminated. In relation to this, 43.3% of women do not find it safe to be outside after dark in their neighborhoods, and they do not find the parks/children's parks in their neighborhoods safe at night (56.4%). The majority of women who participated in the field research think that public toilets in Bodrum are both inadequate in number (65.6%) and inadequate in terms of cleanliness (59.5%). 47.5% of women think that the number of baby care rooms, which are very important for women with young children, is insufficient.

On the other hand, the use of public transportation is very low. The existence, adequacy and quality of public transportation facilities are of great importance for women to integrate into the city they live in and to benefit from the opportunities offered by the city, especially for women who do not have a private car. The problems mentioned by women regarding public transportation are the high public transportation fares with a rate of 58%. The rate of those who say that the intervals between trips are long is 48.2%, the rate of those who say that there is no transportation to everywhere is 44.4%, and the rate of those who say that the vehicles are not suitable for people with disabilities and babies is 43.3%.

Within the framework of the "right to movement" in the context of the European Urban Charter, it is essential to ensure a safe order in the city that does not restrict the mobility and freedom of movement of all road users such as public transport, private cars, non-motorized vehicles and pedestrians. Women were asked about the problems they encounter while walking in their neighborhood. It is seen that the most basic problem that the interviewed women face as pedestrians in their neighborhood is cleanliness. When the interviewed women were asked what the most important problem of their neighborhood was, a wide variety of answers were received. However, the most frequently mentioned problem is inadequate environmental cleanliness; garbage is not collected, there are few garbage bins, and the environment-coast-beach cleanliness is inadequate. Inadequate sidewalks, which are extremely important for both the functioning of traffic and the safety of pedestrians, was the second most frequently mentioned problem (66.2%).

In societies where the patriarchal structure is dominant, the idea that a woman's place is in the home often prevents women from going out of the house, participating in social life and acting freely. Women either cannot leave the house or even if they do, they cannot leave their neighborhoods and continue their lives in a limited living space, with a limited social environment and limited activities. Neighborhood relations predominate in socialization and most women cannot benefit from the opportunities and rights offered by the city. For this reason, the women interviewed in the field research were asked which of the activities (going to the sea, going to the shopping mall/bazaar, walking on the beach, visiting Bodrum castle, going to a café, going to a restaurant, going to the theater/cinema/concert, going to the park) they do in Bodrum. 10.1% of the women did not go to cafes, restaurants, bars or even walk on the beach despite living in Bodrum. The rate of women who did not do any of these activities was 3.4%. This shows that some women live in a limited living space, with a limited social environment and limited activities, and are unable to benefit from the opportunities and rights offered by the city.



## Violence

In order to determine women's awareness of violence, women were asked which types of violence they knew. Among physical, economic, psychological, verbal, sexual and digital (cyber) violence, physical violence is the most known by women (93.3%). The least known is cyber violence (53.1%). 37.4% of women stated that they had been subjected to violence at some point in their lives. Approximately half (50.7%) of the women who stated that they had been subjected to violence at some point in their lives stated that they had been subjected to physical violence. Seventy percent of the women who were subjected to violence stated that they were subjected to violence at home. This finding points to the prevalence of domestic violence and that women are most often subjected to violence by those closest to them. The rate of women who stated that the violence took place at the workplace is approximately 15%. Other places where women have been subjected to violence include the street (6.7%), bus (2.2%) and school (1.5%). Approximately 12% of the women who were subjected to violence stated that they were subjected to violence everywhere. Approximately 71% of the women who stated that they had been subjected to violence at any point in their lives stated that the violence they had been subjected to was repeated.

Approximately 30% of the women stated that they had witnessed violence in the family they grew up in. 53.3% of these women reported that their mothers were the ones who were subjected to violence. After the mother, it was observed that they themselves were most frequently subjected to violence (13.1%). Among the women who had been subjected to violence, 40.3% stated that the perpetrator of violence was their spouse. Only approximately 36% of women who have been subjected to violence stated that they have tried to get support. It is understood that some of these women applied to several support channels, although this may vary depending on the type of violence they were subjected to. However, it is observed that women who have been subjected to violence generally apply to non-institutional channels such as family (50%) and friends (35.4%). Approximately 65% of the women who have been subjected to violence stated that they did not try to get support. When they need support, 12.9% of the women who have been subjected to violence do not have a relative they can shelter for a few nights and 20.4% do not have a relative who can provide economic support.

Bodrum Municipality opened a Women's Counseling Center in 2021 and a Women's Shelter (women's guesthouse) in 2022.



## Access to Health Services

When the women who participated in the field survey were asked whether they could easily access health services under normal conditions without thinking about the pandemic process, approximately half of the women said that they could easily access health services. 65.6% of women access health services through family physicians. This is followed by public hospitals (58.7%), private hospitals (35.5%), private practices (7.5%) and private clinics (5%). It is important for women to have children when they want to, when they feel ready, and to be able to know and choose contraceptive methods both in terms of their individual freedom and from a social perspective. The vast majority of the women interviewed (86%) stated that they had information on contraceptive methods. The rate of women who stated that they had no knowledge on the subject was 12.3%.



## Participation

One of the most effective ways for women to participate in social life is membership in civil society organizations. Unfortunately, the vast majority of the women interviewed (90%) do not have any NGO membership. This situation once again reveals the low level of women's participation and representation in social life. It is understood that one reason for women's lack of participation is that they are not aware of NGOs. In fact, when the women interviewed were asked whether they were aware of civil society organizations for women operating in Bodrum, approximately 62% stated that they were not.

The inadequacy of women's participation in social life also manifests itself in their participation in political life. During the field research, the women interviewed were asked whether they knew that they could have a say in solving urban problems as users of the city. 32% of the women stated that they did not know that they could have a say in the solution of urban problems.

| THEME NO | THEME         | AIM NO | AIM   | GOAL NO | GOAL  | ACTION NO | ACTION   | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS   | RESPONSIBLE DEPARTMENT                    | DEPARTMENTS TO COOPERATE WITH   | SUBSIDIARIES TO COOPERATE WITH                               | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH   | MONITORING / REPORTING FREQUENCY |
|----------|---------------|--------|---|---------|---|-----------|--|----------------------|--------------------|--|---|---|--|--|----------------------------------|
| 1        | PARTICIPATION | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.1.  | Informing all citizens about the policies and services of the Municipality; making information tools accessible by considering different conditions and diversity | 1.1.1.1.  | Diversifying the means of informing about the activities carried out within the scope of the LEAP; producing written, visual and verbal materials and disseminating them through all channels of the municipality. | 2022                 |                    | 1.1.1.1.1. Number of content produced for the dissemination of LEAP  | Directorate of Press and Public Relations |   | Bodrum Belediyesi Gıda A.Ş., Bodrum Belediyesi Personel A.Ş. | Local and national media organizations and relevant NGOs, Mukhtars   | 3-monthly periods                |
| 1        | PARTICIPATION | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.1.  | Informing all citizens about the policies and services of the Municipality; making information tools accessible by considering different conditions and diversity | 1.1.1.2.  | Creation of information and announcement materials in various languages, including sign language and Braille   | 2022                 |                    | 1.121. Number of staff knowing sign language<br>1.122. Number of magnets distributed with Braille alphabet   | Directorate of Press and Public Relations | Directorate of Human Resources and Training   |  | Relevant NGOs  | 3-monthly periods                |
| 1        | PARTICIPATION | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.1.  | Informing all citizens about the policies and services of the Municipality; making information tools accessible by considering different conditions and diversity | 1.1.1.3.  | Providing materials promoting the municipality's services for women in a multilingual manner so that migrant and refugee women can benefit from all services   | 2022                 |                    | 1.1.1.3.1. Number of staff fluent in Kurdish and Arabic<br>1.1.1.3.2. Number of comprehensible, multilingual, printed and online materials promoting the municipality's services for women, which are also accessible to migrant and refugee women, published and delivered to women       | Directorate of Press and Public Relations |   |  | Bodrum District Governorship, Muğla Provincial Migration Management, Relevant NGOs (ASAM), Mukhtars, Bodrum City Council Women's Assembly, Bodrum Women's Solidarity Association | 3-monthly periods                |
| 1        | PARTICIPATION | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.1.  | Informing all citizens about the policies and services of the Municipality; making information tools accessible by considering different conditions and diversity | 1.1.1.4.  | Sharing the Budget as a "multilingual" (including visually impaired) citizen budget to ensure transparency of the municipal budget   | 2023                 | 2026               | 1.1.1.4.1. Number of languages into which the budget is translated   | Directorate of Financial Services         | Directorate of Press and Public Relations   |  |  | 3-monthly periods                |
| 1        | PARTICIPATION | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.2.  | Developing a gender-focused, diversity-based data creation and analysis system to ensure participation in policy and implementation processes                     | 1.1.2.1.  | Utilizing the Municipality's social and demographic data set, ensuring the participation of everyone living in Bodrum through methods (research-surveys-meetings, etc.) where they can be heard.                   | 2022                 |                    | 1.121.1. Number of research, surveys and meetings conducted by the Public Relations Office<br>1.1212. Number of Women's Meetings organized by the Gender Equality Office<br>1.1213. Proportion of women among citizens reached<br>1.1.2.1.4. Proportion of women attending public meetings | Directorate of Press and Public Relations | Directorate of Mukhtar Affairs, Directorate of Support Services, Directorate of Business Affairs, Directorate of Culture and Social Affairs, Directorate of Private Secretary, Directorate of Municipality Police |  | Local and national media organizations and relevant NGOs, Mukhtars   | 3-monthly periods                |
| 1        | PARTICIPATION | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.2.  | Developing a gender-focused, diversity-based data creation and analysis system to ensure participation in policy and implementation processes                     | 1.1.2.2   | Creating a list of women's organizations in Bodrum and civil society organizations according to their fields of work   | 2022                 |                    | 1.1.2.2.1. Number of lists created according to categories<br>1.1.2.2.2. Frequency of updating lists   | Directorate of Press and Public Relations |   |  | Local and national media organizations and relevant NGOs, Bodrum City Council Women's Assembly, Women's Organizations  | 3-monthly periods                |
| 1        | PARTICIPATION | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.3.  | Strengthening relations with women's organizations and civil society organizations  | 1.1.3.1   | Making announcement tools (Billboards, Rackets) available free of charge to women's organizations upon request on days such as March 8 and November 25   | 2022                 |                    | 1.1.3.1.1. Number of women's organizations and civil society organizations benefiting  | Directorate of Press and Public Relations | Directorate of Culture and Social Affairs   |  | Relevant NGOs  | 3-monthly periods                |



| THEME NO | THEME         | AIM NO | AIM   | GOAL NO | GOAL   | ACTION NO | ACTION  | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS  | RESPONSIBLE DEPARTMENT                      | DEPARTMENTS TO COOPERATE WITH             | SUBSIDIARIES TO COOPERATE WITH | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH   | MONITORING / REPORTING FREQUENCY |
|----------|---------------|--------|---|---------|--|-----------|---|----------------------|--------------------|---|---|---|--------------------------------|--|----------------------------------|
| 1        | PARTICIPATION | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.3.  | Strengthening relations with women's organizations and civil society organizations                     | 1.1.3.2.  | Implementation of support policies that will encourage and facilitate the participation of civil society organizations in policy processes  | 2022                 |                    | 1.1.3.2.1. Number of NGOs participating in the meeting<br>1.1.3.2.2. Ratio of post-meeting outputs included in the revised action plan<br>1.1.3.2.3. Ratio of women's organizations among NGOs participating in the meeting | Directorate of Press and Public Relations   |   |                                | Relevant NGOs  | 3-monthly periods                |
| 1        | PARTICIPATION | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.3.  | Strengthening relations with women's organizations and civil society organizations                     | 1.1.3.3   | The municipality takes into account the applications received from women's organizations and civil society organizations and develops effective cooperation   | 2022                 |                    | 1.1.3.3.1.Number of responses to information requests from women's organizations  | Directorate of Press and Public Relations   |   |                                | Relevant NGOs  | 3-monthly periods                |
| 1        | PARTICIPATION | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.3.  | Strengthening relations with women's organizations and civil society organizations                     | 1.1.3.4   | In order to increase the effectiveness of volunteer work, the Gender Equality Office's working directive should be prepared in a way to ensure volunteer participation  | 2022                 |                    | 1.1.3.4.1.Completion rate of the directive  | Directorate of Press and Public Relations   | Directorate of Culture and Social Affairs |                                | Relevant NGOs  | 3-monthly periods                |
| 1        | PARTICIPATION | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.4.  | Strengthening participation by mainstreaming and supporting participation in the smallest living units | 1.1.4.1   | Strengthening the communication channels of the municipality by working together with the mukhtars, effective cooperation in data creation and sharing, ensuring that the mukhtars play an active role in establishing the communication channel for the neighborhood in disaster chaos situations                            | 2022                 |                    | 1.1.4.1.1. Number of meetings held with mukhtars<br>1.1.4.1.2. Number of neighborhood inventories completed in cooperation with mukhtars in neighborhoods   | Directorate of Mukhtar Affairs              | All Directorates                          |                                | 56 Neighborhood Mukhtars, NGOs, Other Public Institutions (Fire Brigade, Ministry, AFAD, etc.)   | 3-monthly periods                |
| 1        | PARTICIPATION | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.4.  | Strengthening participation by mainstreaming and supporting participation in the smallest living units | 1.1.4.2   | Supporting projects to strengthen neighborhood-based women's initiatives  | 2022                 |                    | 1.1.4.2.1. Number of collaborated projects  | Directorate of Press and Public Relations   |   |                                | Bodrum City Council, Local and national press organizations and relevant NGOs, Mukhtars, Bodrum City Council Women's Assembly, AFAD, Muğla 911 | 3-monthly periods                |
| 1        | PARTICIPATION | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.5.  | Institutionalization/strengthening of participation through its mechanism, budget and implementation   | 1.1.5.1.  | Holding a meeting open to the participation of all NGOs in the city once a year to strengthen cooperation with NGOs and to strengthen cooperation between NGOs Holding a meeting open to the participation of all NGOs in the city once a year to strengthen cooperation with NGOs and to strengthen cooperation between NGOs | 2022                 |                    | 1.1.5.1.1. Number of NGOs participating in the meeting<br>1.1.5.1.2. Ratio of post-meeting outputs included in the revised action plan<br>1.1.5.1.3. Ratio of women's organizations among NGOs participating in the meeting | Press and Public Relations                  |   |                                |  | 3-monthly periods                |
| 1        | PARTICIPATION | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.5.  | Institutionalization/strengthening of participation through its mechanism, budget and implementation   | 1.1.5.2   | Securing the relations to be established between the municipality and women's organizations and cooperatives through protocols  | 2022                 |                    | 1.1.5.2.1.Number of protocols signed  | Directorate of Private Secretary            |   |                                | Relevant NGOs  | 3-monthly periods                |
| 1        | PARTICIPATION | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.5.  | Institutionalization/strengthening of participation through its mechanism, budget and implementation   | 1.1.5.3   | Conducting awareness raising activities on participation and civil society organization for municipal managers and employees  | 2022                 |                    | 1.1.5.3.1.Number of employees participating in awareness activities   | Directorate of Human Resources and Training |   |                                | Relevant NGOs  | 3-monthly periods                |
| 1        | PARTICIPATION | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.5.  | Institutionalization/strengthening of participation through its mechanism, budget and implementation   | 1.1.5.4   | Establishing a separate unit or identifying a coordination person to manage relations with women's organizations and civil society organizations, preparing a working directive   | 2022                 |                    | 1.1.5.4.1. Establishment rate of the unit or Number of personnel employed in the unit<br>1.1.5.4.2. Completion rate of the working directive  | Press and Public Relations                  | Directorate of Culture and Social Affairs |                                | Relevant NGOs  | 3-monthly periods                |

| THEME NO | THEME  | AIM NO | AIM   | GOAL NO | GOAL   | ACTION NO | ACTION  | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS   | RESPONSIBLE DEPARTMENT                    | DEPARTMENTS TO COOPERATE WITH   | SUBSIDIARIES TO COOPERATE WITH | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH   | MONITORING / REPORTING FREQUENCY |
|----------|--|--------|---|---------|--|-----------|---|----------------------|--------------------|--|---|---|--------------------------------|--|----------------------------------|
| 1        | PARTICIPATION  | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.5.  | Institutionalization/strengthening of participation through its mechanism, budget and implementation                 | 1.1.5.5   | Ensuring the participation of women's organizations in the preparation and implementation of strategic plans  | 2023                 |                    | 1.1.1.5.5.1. Ratio of women's organizations participating in the meetings held during the preparation of the strategic plan  | Directorate of Financial Services         | Directorate of Private Secretary  |                                | Relevant NGOs  | 3-monthly periods                |
| 1        | PARTICIPATION  | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.5.  | Institutionalization/strengthening of participation through its mechanism, budget and implementation                 | 1.1.5.6   | Encouraging the participation of citizens and civil society organizations in municipal councils and commissions   | 2022                 |                    | 1.1.5.6.1. Ratio of women NGOs attending municipal council meetings  | Registry Directorate                      | Directorate of Press and Public Relations, Municipality Police Directorate  |                                | Bodrum City Council, Local and national press organizations, relevant NGOs, Mukhtars   | 3-monthly periods                |
| 1        | PARTICIPATION  | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.5.  | Institutionalization/strengthening of participation through its mechanism, budget and implementation                 | 1.1.5.7.  | Having accessible, neighborhood-scale units where citizens can make applications on various issues, report their complaints, and operate a feedback process   | 2022                 |                    | 1.1.5.7.1. Ratio of women among the citizens reached   | Directorate of Press and Public Relations | All Directorates  |                                | Relevant NGOs, Mukhtars  | 3-monthly periods                |
| 1        | PARTICIPATION  | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.5.  | Institutionalization/strengthening of participation through its mechanism, budget and implementation                 | 1.1.5.8.  | Establishing a hotline where women can directly communicate their problems, increasing the number of Women's Counseling Centers   | 2022                 |                    | 1.1.5.8.1. Number of applications to the hotline<br>1.1.5.8.2. Number of counseling centers  | Directorate of Press and Public Relations | Directorate of Culture and Social Affairs, Directorate of Legal Affairs, Directorate of Mukhtar Affairs               |                                | Units under Bodrum District Governorship, Muğla Provincial Directorate of Family and Social Services, Muğla Metropolitan Municipality, Muğla Bar Association, Bodrum Courthouse Directorate of Judicial Support and Victim Services, Relevant NGOs | 3-monthly periods                |
| 1        | PARTICIPATION  | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.6.  | Participatory implementation and monitoring of the Local Equality Action Plan  | 1.1.6.1   | Integrate the Local Equality Action Plan into existing planning and performance monitoring processes  | 2022                 | 2026               | 1.1.6.1.1.1. LEAP articles integrated into the Strategic Plan  | Directorate of Financial Services         | Directorate of Press and Public Relations   |                                | Consultants and relevant NGOs carrying out the preparation process of the LEAP, Bodrum Women's Solidarity Association  | 3-monthly periods                |
| 1        | PARTICIPATION  | 1.1.   | Ensuring inclusive and effective participation in all processes such as policy formulation, planning, implementation and evaluation for gender equality | 1.1.6.  | Participatory implementation and monitoring of the Local Equality Action Plan  | 1.1.6.2   | Strengthening the gender equality unit so that gender equality has the power and quality to penetrate the capillaries of the municipal structure and functioning, or establishing a structure that will fulfill the same function | 2022                 |                    | 1.1.6.2.1.Number of personnel equipped on gender equality in employment  | Directorate of Press and Public Relations | All Directorates  |                                | Relevant NGOs, Bodrum Municipality Gender Equality Commission, Bodrum Women's Solidarity Association, Bodrum City Council Women's Assembly   | 3-monthly periods                |
| 1        | PARTICIPATION  | 1.2.   | LEAP Monitoring and Evaluation  | 1.2.1.  | Monitoring the progress of the Local Equality Action Plan  | 1.2.1.1   | Preparing an annual regular monitoring report in coordination with the Annual Report to measure progress on the Local Equality Action Plan and sharing it with the public   | 2023                 |                    | 1.2.1.1.1. Number of Reports Prepared<br>1.2.1.1.2. Information request letter from the directorates regarding the annual indicator realizations of the equality action plan | Directorate of Private Secretary          | Directorate of Information Technologies, Directorate of Press and Public Relations, Directorate of Financial Services |                                |  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum   | 2.1.1.  | Developing and strengthening institutional capacity to combat gender-based violence and discrimination against women | 2.1.1.1.  | Following the international legislation signed by Turkey and integrating it into Bodrum Municipality's business processes and regulations   | 2022                 |                    | 2.1.1.1.1. Number of integrated regulations  | Directorate of Private Secretary          |   |                                | Union of Municipalities of Turkey, General Directorate of Local Governments, Relevant Ministries, Relevant NGOs  | 3-monthly periods                |

| THEME NO | THEME  | AIM NO | AIM   | GOAL NO | GOAL   | ACTION NO | ACTION  | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS  | RESPONSIBLE DEPARTMENT                      | DEPARTMENTS TO COOPERATE WITH               | SUBSIDIARIES TO COOPERATE WITH  | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH   | MONITORING / REPORTING FREQUENCY |
|----------|--|--------|---|---------|--|-----------|---|----------------------|--------------------|---|---|---|---|--|----------------------------------|
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.1.  | Developing and strengthening institutional capacity to combat gender-based violence and discrimination against women | 2.1.1.2.  | Preparation of a document to inform managers and staff about legislation on gender-based violence and discrimination  | 2022                 |                    | 2.1.1.1.2.1.Number of personnel and managers informed   | Directorate of Press and Public Relations   | Directorate of Human Resources and Training |   |  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.1.  | Developing and strengthening institutional capacity to combat gender-based violence and discrimination against women | 2.1.1.3   | Establishing a commission to audit the accessibility of all public institutions and organizations providing public services and public spaces   | 2022                 |                    | 2.1.1.1.3.1. Number of service buildings / spaces made accessible<br>2.1.1.3.2. Ratio of establishing an audit commission<br>2.1.1.3.3. Ratio of women in the commission<br>2.1.1.3.4. Ratio of persons with disabilities in the commission   | Directorate of Survey and Project           | Directorate of Public Works                 |   | Relevant NGOs  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.1.  | Developing and strengthening institutional capacity to combat gender-based violence and discrimination against women | 2.1.1.4   | Providing trainings to members of these organizations in cooperation with NGOs to prevent child abuse   | 2022                 |                    | 2.1.1.4.1.Number of cooperating NGOs  | Directorate of Press and Public Relations   |   |   | Ministry of Family and Social Services, Bodrum District Directorate of National Education, Bodrum City Council, Relevant NGOs, Bodrum Women's Solidarity Association | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.1.  | Developing and strengthening institutional capacity to combat gender-based violence and discrimination against women | 2.1.1.5   | Strengthening an equity perspective in the allocation of resources to combat violence   | 2022                 |                    | 2.1.1.1.5.1.Number of directorates allocated resources on the subject   | Directorate of Financial Services           | All Directorates                            |   |  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.1.  | Developing and strengthening institutional capacity to combat gender-based violence and discrimination against women | 2.1.1.6.  | Ensuring that recruitment policies and documents state and publicize that there will be no discrimination based on gender, gender identity and sexual orientation   | 2022                 |                    | 2.1.1.1.6.1. Number of units where the LGBTI+ Friendly Municipality Protocol was shared<br>2.1.1.6.2. Number of documents shared with the public stating that no discrimination including gender, gender identity and sexual orientation will be made in recruitment  | Directorate of Human Resources and Training | Directorate of Private Secretary            | Bodrum Belediyesi Gıda A.Ş., Bodrum Belediyesi Personel A.Ş.  | Local and national media organizations, Relevant NGOs, Bodrum City Council   | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.1.  | Developing and strengthening institutional capacity to combat gender-based violence and discrimination against women | 2.1.1.7   | Systematic training of municipal staff and decision-makers on human rights (children, women, gender identity, sexual orientation, elderly, migrants, ...), rights-based service understanding, gender equality, gender-based violence and discrimination based on needs assessment; training of marriage officers, police officers, bus drivers, managers and employees of subsidiaries, doctors and nurses, health officers, shelter and counseling center staff, etc., as well as managers and council members; establishment of a training center where these trainings will be held regularly | 2022                 |                    | 2.1.1.7.1. Opening of the Continuing Education Center<br>2.1.1.7.2. Number of gender equality and anti-discrimination trainings provided at the Continuing Education Center<br>2.1.1.7.3. Number of people trained on gender equality and anti-discrimination<br>2.1.1.7.4. Number of field personnel (security guards, drivers, cleaners, municipal police officers, those working in municipal facilities, sports | Directorate of Human Resources and Training |   | Bodrum Belediyesi Gıda A.Ş., Bodrum Belediyesi Personel A.Ş., Directorate of Enterprises and Subsidiaries | Relevant NGOs, Muğla Metropolitan Municipality   | 3-monthly periods                |

| THEME NO | THEME  | AIM NO | AIM   | GOAL NO | GOAL   | ACTION NO | ACTION   | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS   | RESPONSIBLE DEPARTMENT                      | DEPARTMENTS TO COOPERATE WITH  | SUBSIDIARIES TO COOPERATE WITH                               | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH | MONITORING / REPORTING FREQUENCY |
|----------|--|--------|---|---------|--|-----------|--|----------------------|--------------------|--|---|--|--|--|----------------------------------|
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.1.  | Developing and strengthening institutional capacity to combat gender-based violence and discrimination against women | 2.1.1.8   | Enhancing and strengthening the equipment of social investigation officers on gender equality, violence and discrimination; ensuring that social investigation officers are both trained and informed on how to follow a protocol in such a situation so that they do not remain silent and do not know what to do despite often sensing violence in the place they go to investigate, and adopting a multidimensional approach that will enable them to record those who have been subjected to violence and convey them to the relevant unit | 2022                 |                    | 2.1.1.1.8.1. Number of trainings provided<br>2.1.1.1.8.2. Number of personnel participating in training  | Directorate of Human Resources and Training | Directorate of Culture and Social Affairs  |  |  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.1.  | Developing and strengthening institutional capacity to combat gender-based violence and discrimination against women | 2.1.1.9   | Taking measures to prevent discrimination in access to services; organizing and establishing in writing a non-discriminatory relationship with citizens based on religion, language, race, gender, gender identity, sexual orientation, marital status, age, etc.; identifying and eliminating practices that may lead to discrimination in access to social assistance; providing trainings to municipal employees and managers in the field on women's local and gender-based multiple problems in order to prevent gender-based prejudices  | 2022                 |                    | 2.1.1.9.1. Number of trainings provided<br>2.1.1.9.2. Number of personnel participating in training  | Directorate of Human Resources and Training | All Directorates   |  |  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.1.  | Developing and strengthening institutional capacity to combat gender-based violence and discrimination against women | 2.1.1.10  | Organizing trainings on preparing for old age, starting with municipal staff over 40 years of age  | 2022                 | 2026               | 2.1.1.10.1. Number of personnel trained on Preparing for Old Age<br>2.1.1.10.2. Number of trainings on preparing for old age organized   | Directorate of Human Resources and Training | Directorate of Press and Public Relations  |  | Relevant NGOs  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.1.  | Developing and strengthening institutional capacity to combat gender-based violence and discrimination against women | 2.1.1.11  | Establishing a Policy Position Paper and directive against violence, mobbing and harassment in the workplace, sharing it with the public, implementing and auditing it in municipal units and subsidiaries   | 2022                 |                    | 2.1.1.11.1. Rate of preparation of violence position paper<br>2.1.1.11.2. Number of units to which the document is shared<br>2.1.1.11.3. External stakeholder with whom the document is shared | Directorate of Press and Public Relations   | Directorate of Legal Affairs   | Bodrum Belediyesi Gıda A.Ş., Bodrum Belediyesi Personel A.Ş. |  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.1.  | Developing and strengthening institutional capacity to combat gender-based violence and discrimination against women | 2.1.1.12  | Establishing a unit responsible for violence against women, organizing the working directive of this unit and defining responsibilities in this directive on violence against women  | 2022                 |                    | 2.1.1.1.12.1.Gender Equality Office  | Directorate of Press and Public Relations   | Directorate of Legal Affairs   |  | Relevant NGOs  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.1.  | Developing and strengthening institutional capacity to combat gender-based violence and discrimination against women | 2.1.1.13  | Preparing the language and content of written, verbal and visual materials in all communication and announcement areas of the Municipality by considering gender equality  | 2022                 |                    | 2.1.1.13.1.Number of written, visual and audio-visual materials prepared with this approach and shared with the Gender Equality Office   | Directorate of Press and Public Relations   | Directorate of Information Processing, Directorate of Human Resources and Training | Bodrum Belediyesi Gıda A.Ş., Bodrum Belediyesi Personel A.Ş. | Relevant NGOs  | 3-monthly periods                |



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|----------|--|--------|---|---------|--|-----------|--|----------------------|--------------------|--|---|--|--------------------------------|--|----------------------------------|
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.1.  | Developing and strengthening institutional capacity to combat gender-based violence and discrimination against women | 2.1.1.14  | Planning mechanisms to combat violence in a way that relevant women's and LGBTI+ organizations are involved in the creation, monitoring and evaluation processes                                       | 2022                 |                    | 2.1.1.1.14.1.Number of NGOs contacted<br>2.1.1.14.2.Number of meetings held  | Directorate of Press and Public Relations | Directorate of Private Secretary   |                                | Relevant NGOs  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.2.  | Data collection, analysis and needs assessment on gender equality  | 2.1.2.1   | Mapping of all requests received within the scope of deep poverty or need mapping application  | 2022                 |                    | 2.1.2.1.1.Number of requirement data reports   | Directorate of Information Processing     | All Directorates   |                                |  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.2.  | Data collection, analysis and needs assessment on gender equality  | 2.1.2.2   | Conducting gender impact analysis of all activities of the Municipality and all services and support provided by the Municipality, and budget analysis on the allocation of resources to women and men | 2022                 |                    | 2.1.2.2.1. Number of women receiving services<br>2.1.2.2.2. Number of men receiving services   | Directorate of Information Processing     | Directorate of Press and Public Relations  |                                |  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.2.  | Data collection, analysis and needs assessment on gender equality  | 2.1.2.3   | Keeping statistics on violence based on applications to the Women's Counseling Center in Bodrum  | 2022                 |                    | 2.1.2.3.1.Number of violence statistics shared with the Gender Equality Office   | Directorate of Information Processing     | Directorate of Press and Public Relations  |                                |  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.3.  | Mainstreaming and making accessible services to combat gender-based violence and discrimination against women        | 2.1.3.1   | Expanding spaces where women can come together that do not require them to spend money   | 2023                 | 2026               | 2.1.3.1.1.Number of conference-performance areas<br>2.1.3.1.2.Number of free green areas<br>2.1.3.1.3.Number of areas created for women and children to organize special events such as birthdays free of charge | Directorate of Parks and Gardens          | Real Estate and Exploitation Directorate, Directorate of Survey and Project, Support Services Directorate, Financial Services Directorate, Press and Public Relations Directorate, Zoning and Urbanization Directorate                     |                                | Muğla Regional Directorate for the Protection of Cultural Assets | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.3.  | Mainstreaming and making accessible services to combat gender-based violence and discrimination against women        | 2.1.3.2   | Providing shelter for people who are homeless  | 2023                 | 2026               | 2.1.3.2.1. Ratio of women among those provided with shelter<br>2.1.3.2.2. Ratio of LGBTI+ persons provided with accommodation  | Directorate of Culture and Social Affairs | Directorate of Press and Public Relations, Directorate of Study Project, Directorate of Public Works, Directorate of Support Services, Directorate of Financial Services, Directorate of Mukhtar Affairs, Directorate of Private Secretary |                                |  | 3-monthly periods                |

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|----------|--|--------|---|---------|---|-----------|---|----------------------|--------------------|---|---|--|--------------------------------|---|----------------------------------|
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.3.  | Mainstreaming and making accessible services to combat gender-based violence and discrimination against women | 2.1.3.3   | Meeting women's need for shelter without discrimination based on sexual orientation and gender identity   | 2023                 | 2026               | 2.1.3.3.1. Ratio of LGBTI+ whose shelter needs are met  | Directorate of Press and Public Relations | Directorate of Culture and Social Affairs, Directorate of Study Project, Directorate of Public Works Directorate of Support Services, Directorate of Financial Services, Directorate of Mukhtar Affairs, Directorate of Private Secretary      |                                |   | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.3.  | Mainstreaming and making accessible services to combat gender-based violence and discrimination against women | 2.1.3.4   | Within the scope of the municipality's fight against violence against women, the implementation, dissemination and effective announcement of practices such as lighting of streets and avenues, monitoring of stops and vehicles such as buses / minibuses / trains / subways, allowing women to get off wherever they want between bus / minibus stops, panic buttons in transportation vehicles such as buses and subways | 2022                 |                    | 2.1.3.4.1.Number of streets illuminated<br>2.1.3.4.2.Number of street lights  | Directorate of Support Services           | Directorate of Press and Public Relations, Directorate of Mukhtar Affairs  |                                | Aydem, Muğla Metropolitan Municipality  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.3.  | Mainstreaming and making accessible services to combat gender-based violence and discrimination against women | 2.1.3.5   | Assigning a lawyer in the Municipality who is familiar with violence/discrimination against women and immigration legislation to provide counseling and referral to the bar association for necessary legal support   | 2022                 | 2026               | 2.1.3.5.1. Number of lawyers assigned<br>2.1.3.5.2. Number of clients for legal support<br>2.1.3.5.3. Number of women clients referred to the Bar Association | Directorate of Legal Affairs              | Directorate of Legal Affairs   |                                | Muğla Bar Association, Muğla Provincial Migration Management, SDGM (Association for Solidarity with Asylum Seekers and Migrants (ASAM)) | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.3.  | Mainstreaming and making accessible services to combat gender-based violence and discrimination against women | 2.1.3.6   | Ensuring that the telephone hotline that women who are subjected to violence or at risk apply to is capable of providing 24/7 service   | 2023                 |                    | 2.1.3.6.1.Ratio of making the violence hotline available 24/7   | Directorate of Press and Public Relations | Directorate of Mukhtar Affairs   |                                | Ministry of Family and Social Services, Mukhtars, relevant NGOs   | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.3.  | Mainstreaming and making accessible services to combat gender-based violence and discrimination against women | 2.1.3.7   | Ensuring that the staff and social workers assigned to the shelter receive training, supervision and consultancy at regular intervals and cooperating with women's organizations working on combating violence and shelters in this context   | 2022                 |                    | 2.1.3.7.1.Number of trainings provided<br>2.1.3.7.2.Number of trainees<br>2.1.3.7.3.Shelter capacity  | Directorate of Press and Public Relations | Directorate of Human Resources and Training  |                                | Ministry of Family and Social Services, Relevant NGOs   | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.3.  | Mainstreaming and making accessible services to combat gender-based violence and discrimination against women | 2.1.3.8   | Increasing and expanding the number of accessible, accessible, neighborhood-level counseling/solidarity centers with waiting rooms, lawyers, psychologists, children's playrooms, interview rooms and security  | 2022                 |                    | 2.1.3.8.1.Rate of increase in the number of Women's Counseling/Solidarity Centers   | Directorate of Press and Public Relations | Real Estate and Exploitation Directorate, Directorate of Survey and Project, Support Services Directorate, Culture and Social Affairs Directorate, Zoning and Urbanization Directorate, Plan and Project Directorate, Public Works Directorate |                                |   | 3-monthly periods                |

| THEME NO | THEME  | AIM NO | AIM   | GOAL NO | GOAL  | ACTION NO | ACTION   | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS  | RESPONSIBLE DEPARTMENT                      | DEPARTMENTS TO COOPERATE WITH  | SUBSIDIARIES TO COOPERATE WITH | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH  | MONITORING / REPORTING FREQUENCY |
|----------|--|--------|---|---------|---|-----------|--|----------------------|--------------------|---|---|--|--------------------------------|---|----------------------------------|
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.3.  | Mainstreaming and making accessible services to combat gender-based violence and discrimination against women | 2.1.3.9.  | Supporting women who have been subjected to violence or threatened with violence to replace doors and locks upon request | 2022                 |                    | 2.1.3.9.1.Number of women provided support  | Directorate of Press and Public Relations   | Directorate of Support Services, Directorate of Financial Services, Directorate of Mukhtar Affairs, Directorate of Private Secretary   |                                |   | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.3.  | Mainstreaming and making accessible services to combat gender-based violence and discrimination against women | 2.1.3.10. | Programming self-defense workshops/courses where women can protect themselves  | 2022                 |                    | 2.1.3.10.1. Number of workshops provided<br>2.1.3.10.2. Number of women participating in workshops  | Directorate of Press and Public Relations   | Directorate of Human Resources and Training  |                                | Bodrum District Directorate of National Education, Relevant NGOs, Universities  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.3.  | Mainstreaming and making accessible services to combat gender-based violence and discrimination against women | 2.1.3.11  | Referral to the relevant public institution in case of violence, harassment and assault against children                 | 2022                 |                    | 2.1.3.11.1.Number of children referred to the relevant public institution   | Directorate of Press and Public Relations   | Directorate of Municipality Police, Directorate of Mukhtar Affairs, Directorate of Culture and Social Affairs  |                                |   | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.3.  | Mainstreaming and making accessible services to combat gender-based violence and discrimination against women | 2.1.3.12  | Conducting awareness raising activities and organizing trainings within the scope of combating child and forced marriage | 2022                 |                    | 2.1.3.12.1.Number of awareness activities<br>2.1.3.12.2.Number of participants in   | Directorate of Press and Public Relations   | Directorate of Culture and Social Affairs, Directorate of Support Services, Directorate of Mukhtar Affairs   |                                | UNFPA, UN Women, Bodrum District Directorate of National Education, Muğla Provincial Directorate of Family and Social Policies, Bodrum District Mufti's Office, Bodrum Women's Solidarity Association | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.3.  | Mainstreaming and making accessible services to combat gender-based violence and discrimination against women | 2.1.3.13  | Conducting a study to identify the needs of people 65+, disaggregated by gender  | 2022                 |                    | 2.1.3.13.1. Number of old age data reports<br>2.1.3.13.2. Ratio of reports including elderly data among the reports made  | Directorate of Press and Public Relations   | Directorate of Support Services, Directorate of Municipality Police, Directorate of Culture and Social Affairs   |                                |   | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.4.  | Raising awareness on gender-based violence and discrimination against women                                   | 2.1.4.1   | Organizing awareness raising activities for male staff within the scope of violence prevention                           | 2022                 |                    | 2.1.4.1.1. Number of male personnel benefiting from trainings for men<br>2.1.4.1.2. Number of male personnel benefiting from fatherhood trainings organized for men | Directorate of Human Resources and Training | Directorate of Press and Public Relations  |                                | Relevant NGOs   | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.4.  | Raising awareness on gender-based violence and discrimination against women                                   | 2.1.4.2   | Utilization of municipal communication tools for informing and raising awareness on HIV                                  | 2022                 |                    | 2.1.4.2.1.Number of information provided<br>2.1.4.2.2.Number of announcements made  | Directorate of Press and Public Relations   | Directorate of Press and Public Relations, Directorate of Support Services, Directorate of Mukhtar Affairs, Directorate of Information Processing, Directorate of Human Resources and Training |                                | Bodrum District Directorate of Health   | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.4.  | Raising awareness on gender-based violence and discrimination against women                                   | 2.1.4.3   | Organizing campaigns to prevent violence against women and keeping the issue on the agenda                               | 2022                 |                    | 2.1.4.3.1.Number of awareness raising activities  | Directorate of Press and Public Relations   | Directorate of Culture and Social Affairs  |                                | Local and national media organizations, Relevant NGOs, Bodrum City Council Women's Assembly, Bodrum Women's Solidarity Association  | 3-monthly periods                |

| THEME NO | THEME  | AIM NO | AIM   | GOAL NO | GOAL   | ACTION NO | ACTION  | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS   | RESPONSIBLE DEPARTMENT                    | DEPARTMENTS TO COOPERATE WITH   | SUBSIDIARIES TO COOPERATE WITH | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH  | MONITORING / REPORTING FREQUENCY |
|----------|--|--------|---|---------|--|-----------|---|----------------------|--------------------|--|---|---|--------------------------------|---|----------------------------------|
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.4.  | Raising awareness on gender-based violence and discrimination against women                | 2.1.4.4   | Informative presentations and awareness raising activities on 6284 and women's rights in various centers of the municipality, as well as information on municipal services, urban rights and urban services     | 2022                 |                    | 2.1.4.4.4.1. Number of information provided  | Directorate of Press and Public Relations | Directorate of Legal Affairs  |                                | National local press organizations, Relevant NGOs, Bodrum City Council  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.4.  | Raising awareness on gender-based violence and discrimination against women                | 2.1.4.5.  | Organizing sexuality and flirting violence trainings for young people and school children   | 2022                 |                    | 2.1.4.5.1.Number of people participating in trainings  | Directorate of Press and Public Relations |   |                                | Bodrum District Directorate of National Education, Bodrum Women's Solidarity Association  | 3-monthly periods                |
| 2        | GENDER-BASED VIOLENCE AND DISCRIMINATION AGAINST WOMEN | 2.1.   | Elimination of gender-based violence and discrimination against women in Bodrum | 2.1.4.  | Raising awareness on gender-based violence and discrimination against women                | 2.1.4.6   | Organizing digital literacy training programs for the elderly to minimize the possibility of abuse and discrimination   | 2022                 |                    | 2.1.4.6.1. Number of people participating in the training program<br>2.1.4.6.2. Number of trainings                                      | Directorate of Press and Public Relations |   |                                | District Directorate of National Education  | 3-monthly periods                |
| 3        | POVERTY  | 3.1.   | Ensuring that there is no one living in poverty in Bodrum                       | 3.1.1.  | Adequate data and needs assessment on those living in poverty in Bodrum                    | 3.1.1.1   | Identifying households in need with children aged 2-5 and distributing milk   | 2022                 |                    | 3.1.1.1.1.1.Number of children to whom milk is distributed   | Directorate of Agricultural Services      | Directorate of Mukhtar Affairs  |                                | Mukhtar Offices   | 3-monthly periods                |
| 3        | POVERTY  | 3.1.   | Ensuring that there is no one living in poverty in Bodrum                       | 3.1.1.  | Adequate data and needs assessment on those living in poverty in Bodrum                    | 3.1.1.2   | Mapping the needs of each neighborhood so that policies and practices can be developed by seeing the reflection of the diversity and differences in each neighborhood on needs and problems                     | 2022                 |                    | 3.1.1.1.2.1.Number of neighborhoods for which needs mapping and reporting was done   | Directorate of Information Processing     | Directorate of Press and Public Relations<br>Directorate of Mukhtar Affairs |                                | Muğla Metropolitan Municipality, Muğla Provincial Directorate of Family and Social Services, Bodrum District Governorship, Relevant NGOs, Mukhtar Offices | 3-monthly periods                |
| 3        | POVERTY  | 3.1.   | Ensuring that there is no one living in poverty in Bodrum                       | 3.1.2.  | Empowering decision-makers, staff and managers in municipal anti-poverty units             | 3.1.2.1   | To make social assistance conditions have a content that sees poverty in a multidimensional way; to take measures to solve the problem of the poor who cannot meet the conditions for social assistance/support | 2022                 |                    | 3.1.2.1.1.1.Establishment rate of Poverty Works Unit   | Directorate of Culture and Social Affairs | Directorate of Financial Services   |                                | Muğla Metropolitan Municipality, Muğla Provincial Directorate of Family and Social Services, Bodrum District Governorship, Relevant NGOs                  | 3-monthly periods                |
| 3        | POVERTY  | 3.1.   | Ensuring that there is no one living in poverty in Bodrum                       | 3.1.2.  | Empowering decision-makers, staff and managers in municipal anti-poverty units             | 3.1.2.2   | Establishing a follow-up mechanism in social investigation.   | 2022                 |                    | 3.1.2.2.1.Number of households receiving assistance whose social examination was repeated  | Directorate of Culture and Social Affairs | Directorate of Mukhtar Affairs  |                                | Muğla Metropolitan Municipality, Muğla Provincial Directorate of Family and Social Policies, District Governorship, Relevant NGOs, Mukhtars               | 3-monthly periods                |
| 3        | POVERTY  | 3.1.   | Ensuring that there is no one living in poverty in Bodrum                       | 3.1.3.  | Coordination with civil society and other public institutions in the fight against poverty | 3.1.3.1.  | Establishing a mechanism that also takes into account the guidance from civil society   | 2022                 |                    | 3.1.3.1.1.1.Number of visits made with NGO guidance  | Directorate of Culture and Social Affairs | All Directorates  |                                | Relevant NGOs   | 3-monthly periods                |
| 3        | POVERTY  | 3.1.   | Ensuring that there is no one living in poverty in Bodrum                       | 3.1.3.  | Coordination with civil society and other public institutions in the fight against poverty | 3.1.3.2.  | Realization of information sharing and coordination with the Metropolitan Municipality  | 2022                 |                    | 3.1.3.2.1.Number of meetings with Muğla Metropolitan Municipality  | Directorate of Culture and Social Affairs | Directorate of Private Secretary  |                                | Muğla Metropolitan Municipality   | 3-monthly periods                |
| 3        | POVERTY  | 3.1.   | Ensuring that there is no one living in poverty in Bodrum                       | 3.1.4.  | Developing special tools and methods to combat women's poverty                             | 3.1.4.1   | Creating internet access facilities in public common areas  | 2022                 |                    | 3.1.4.1.1. Number of public common areas with free Wi-Fi<br>3.1.4.1.2. Rate of women benefiting from free Wi-Fi service in public spaces | Directorate of Information Processing     | Directorate of Mukhtar Affairs  |                                |   | 3-monthly periods                |
| 3        | POVERTY  | 3.1.   | Ensuring that there is no one living in poverty in Bodrum                       | 3.1.4.  | Developing special tools and methods to combat women's poverty                             | 3.1.4.2   | Implementation of the needs map website application in Bodrum through the blog bodrum.ihiyacharitasi.org  | 2022                 |                    | 3.1.4.2.1. Completion rate of the blog<br>3.1.4.2.2. Number of women reporting needs through the blog                                    | Directorate of Information Processing     |   |                                |   | 3-monthly periods                |



| THEME NO | THEME                                | AIM NO | AIM  | GOAL NO | GOAL   | ACTION NO | ACTION  | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS   | RESPONSIBLE DEPARTMENT                      | DEPARTMENTS TO COOPERATE WITH  | SUBSIDIARIES TO COOPERATE WITH                               | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH  | MONITORING / REPORTING FREQUENCY |
|----------|--------------------------------------|--------|--|---------|--|-----------|---|----------------------|--------------------|--|---|--|--|---|----------------------------------|
| 3        | POVERTY                              | 3.1.   | Ensuring that there is no one living in poverty in Bodrum            | 3.1.4.  | Developing special tools and methods to combat women's poverty   | 3.1.4.3   | Collecting non-working mobile phones, making them usable and delivering them to women in need with KADES application added  | 2022                 |                    | 3.1.4.3.1.Number of women to whom cell phones were distributed   | Directorate of Information Processing       |  |  |   | 3-monthly periods                |
| 3        | POVERTY                              | 3.1.   | Ensuring that there is no one living in poverty in Bodrum            | 3.1.4.  | Developing special tools and methods to combat women's poverty   | 3.1.4.4   | Providing cheap or free transportation for some women   | 2022                 |                    | 3.1.4.4.1.Vehicle support provided   | Directorate of Support Services             |  |  | Muğla Metropolitan Municipality, Bodrum Chamber of Drivers and Automobile Tradesmen   | 3-monthly periods                |
| 3        | POVERTY                              | 3.1.   | Ensuring that there is no one living in poverty in Bodrum            | 3.1.5.  | Supporting the well-being and continuity of education of children living in Bodrum                                   | 3.1.5.1   | Providing the necessary support and developing a mechanism to monitor and prevent child labor   | 2022                 |                    | 3.1.5.1.1.1.Number of child laborers identified  | Directorate of Municipal Police             | Directorate of Culture and Social Affairs  |  | Bodrum District Police Department, Muğla Provincial Directorate of Family and Social Services, Bodrum District Governorship | 3-monthly periods                |
| 3        | POVERTY                              | 3.1.   | Ensuring that there is no one living in poverty in Bodrum            | 3.1.5.  | Supporting the well-being and continuity of education of children living in Bodrum                                   | 3.1.5.2   | Cooperation with NGOs to reduce child poverty in neighborhoods  | 2022                 | 2026               | 3.1.5.2.1.Number of collaborations with NGOs   | Directorate of Culture and Social Affairs   |  |  | Relevant NGOs   | 3-monthly periods                |
| 3        | POVERTY                              | 3.1.   | Ensuring that there is no one living in poverty in Bodrum            | 3.1.5.  | Supporting the well-being and continuity of education of children living in Bodrum                                   | 3.1.5.3   | Providing service support to children in poor households  | 2022                 |                    | 3.1.5.3.1. Ratio of girls benefiting from service support  | Directorate of Support Services             | Directorate of Culture and Social Affairs  |  | Bodrum City Council Women's Assembly, Deep Poverty Network, Bodrum Women's Solidarity Association                           | 3-monthly periods                |
| 3        | POVERTY                              | 3.1.   | Ensuring that there is no one living in poverty in Bodrum            | 3.1.5.  | Supporting the well-being and continuity of education of children living in Bodrum                                   | 3.1.5.4   | Planning support activities for the follow-up and prevention of children forced to work and begging, identification of these children by the police and forwarding them to the relevant units of the Municipality for solutions | 2022                 |                    | 3.1.5.4.1.Number of children identified as begging/forced labor and reported to relevant authorities                                     | Directorate of Municipal Police             | Directorate of Culture and Social Affairs  |  | Bodrum District Police Department, Muğla Provincial Directorate of Family and Social Policies                               | 3-monthly periods                |
| 3        | POVERTY                              | 3.1.   | Ensuring that there is no one living in poverty in Bodrum            | 3.1.6.  | Ensuring the right to housing and shelter in decent conditions for all   | 3.1.6.1   | Providing dormitory service/accommodation for female students in need of shelter  | 2022                 | 2026               | 3.1.6.1.1. Number of dormitories opened<br>3.1.6.1.2. Proportion of female students accommodated in dormitories                          | Directorate of Culture and Social Affairs   | Directorate of Real Estate and Exploitation, Directorate of Survey and Project, Directorate of Support Services, Directorate of Financial Services, Directorate of Human Resources and Training, Directorate of Press and Public Relations |  |   | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.1.  | Implementing policies and practices to ensure equality in employment and taking necessary measures in this direction | 4.1.1.1   | Identifying the wishes and needs of women living on the periphery of Bodrum and working in agriculture and implementing practices to support small producers in urban agriculture   | 2022                 |                    | 4.1.1.1.1.1.Increase rate of female police officers  | Directorate of Human Resources and Training | Directorate of Municipal Police  |  |   | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.1.  | Implementing policies and practices to ensure equality in employment and taking necessary measures in this direction | 4.1.1.2   | Increasing the number of female managers  | 2022                 |                    | 4.1.1.2.1.Increase rate of female managers   | Directorate of Human Resources and Training |  |  |   | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.1.  | Implementing policies and practices to ensure equality in employment and taking necessary measures in this direction | 4.1.1.3   | Implementation of non-transferable paternity leave (2 months) for municipal staff   | 2022                 | 2026               | 4.1.1.1.3.1. Ratio of parental personnel using paternity leave   | Directorate of Human Resources and Training | Directorate of Human Resources and Training  | Bodrum Belediyesi Gıda A.Ş., Bodrum Belediyesi Personel A.Ş. | Trade Unions  | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.1.  | Implementing policies and practices to ensure equality in employment and taking necessary measures in this direction | 4.1.1.4   | Support for parents with children of municipal staff to benefit from day-care centers   | 2022                 | 2026               | 4.1.1.4.4.1. Number of kindergartens opened for municipal staff<br>4.1.1.4.4.2. Number of personnel benefiting from kindergarten service | Directorate of Enterprises and Subsidiaries |  |  |   | 3-monthly periods                |

| THEME NO | THEME                                | AIM NO | AIM  | GOAL NO | GOAL   | ACTION NO | ACTION  | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS   | RESPONSIBLE DEPARTMENT                      | DEPARTMENTS TO COOPERATE WITH  | SUBSIDIARIES TO COOPERATE WITH                             | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH | MONITORING / REPORTING FREQUENCY |
|----------|--------------------------------------|--------|--|---------|--|-----------|---|----------------------|--------------------|--|---|--|--|--|----------------------------------|
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.1.  | Implementing policies and practices to ensure equality in employment and taking necessary measures in this direction | 4.1.1.5   | Gender equality trainings for managers and staff  | 2022                 |                    | 4.1.1.1.5.1. Number of trainings provided<br>4.1.1.5.2. Number of managers participating in training<br>4.1.1.5.3. Number of personnel participating in training<br>4.1.1.5.4. Number of managers trained on Gender Responsive Budgeting | Directorate of Human Resources and Training | Directorate of Press and Public Relations  |  |  | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.1.  | Implementing policies and practices to ensure equality in employment and taking necessary measures in this direction | 4.1.1.6   | Preparation of a municipal harassment and mobbing policy position paper to prevent discrimination in municipal subsidiaries on grounds of gender, sexual orientation, gender identity, age, health, disability, marital status, migration and refugee status  | 2022                 |                    | 4.1.1.1.6.1. Ratio of preparation of harassment and mobbing policy position paper<br>4.1.1.6.2. Number of units to which the document is shared  | Directorate of Human Resources and Training | Directorate of Private Secretary, Directorate of Inspection Board, Directorate of Press and Public Relations | Bodrum Belediyesi Gıda Aş, Bod- rum Belediyesi Personel Aş | Relevant NGOs  | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.1.  | Implementing policies and practices to ensure equality in employment and taking necessary measures in this direction | 4.1.1.7   | Encouraging the participation of women suppliers in municipal tenders and prioritizing opportunities for women by applying quotas where necessary, based on Article 90 of the Constitution, which states that Article 10 of the Constitution regulating equality and the provisions of international conventions to which we are a party are taken as basis | 2022                 |                    | 4.1.1.1.7.1. Ratio of women suppliers participating in municipal tenders   | Directorate of Financial Services           | Directorate of Legal Affairs   |  |  | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.1.  | Implementing policies and practices to ensure equality in employment and taking necessary measures in this direction | 4.1.1.8   | Providing suitable spaces in municipal service buildings as milking and breastfeeding rooms with refrigerators  | 2022                 | 2026               | 4.1.1.1.8.1.Number of milking parlors  | Directorate of Survey and Project           |  |  |  | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.1.  | Implementing policies and practices to ensure equality in employment and taking necessary measures in this direction | 4.1.1.9   | Cooperation with NGOs in increasing women's employment  | 2023                 |                    | 4.1.1.1.9.1.Number of collaborations   | Directorate of Culture and Social Affairs   |  |  | Relevant NGOs  | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.2.  | Increasing economic empowerment and employment opportunities through courses and training programs                   | 4.1.2.1   | Revising the content of municipal courses according to the needs (Increasing employment-assured vocational training, skills and capacity building programs, restructuring these programs in line with the demand of women and the market, enabling the opening of new courses in line with demand)  | 2022                 |                    | 4.1.2.1.1.Number of needs assessment studies   | Directorate of Culture and Social Affairs   |  |  | Bodrum District Directorate of National Education              | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.2.  | Increasing economic empowerment and employment opportunities through courses and training programs                   | 4.1.2.2   | Establishing a post-course follow-up system, determining whether the women who participated in the courses are in an income-generating job, conducting impact analysis  | 2022                 |                    | 4.1.2.2.1. Ratio of women participating in employment after courses  | Directorate of Culture and Social Affairs   |  |  | Bodrum District Directorate of National Education              | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.3.  | Supporting the removal of barriers to access to employment for women and disadvantaged groups                        | 4.1.3.1.  | Carrying out activities to raise public awareness to prevent all forms of discrimination in employment  | 2022                 |                    | 4.1.3.1.1.1.Announcements made   | Directorate of Press and Public Relations   |  |  | Local and national press organizations, relevant NGOs          | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.3.  | Supporting the removal of barriers to access to employment for women and disadvantaged groups                        | 4.1.3.2.  | Conducting quantitative and qualitative research on women's employment in Bodrum to determine the current situation and needs in order to guide the municipality's policies to support women's employment, and creating a database on this issue  | 2022                 |                    | 4.1.3.2.1. Number of quantitative and qualitative studies conducted<br>4.1.3.2.2. Completion rate of database creation   | Directorate of Press and Public Relations   | Directorate of Information Processing  |  | Relevant NGOs  | 3-monthly periods                |

| THEME NO | THEME                                | AIM NO | AIM  | GOAL NO | GOAL  | ACTION NO | ACTION   | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS   | RESPONSIBLE DEPARTMENT                      | DEPARTMENTS TO COOPERATE WITH  | SUBSIDIARIES TO COOPERATE WITH                              | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH | MONITORING / REPORTING FREQUENCY |
|----------|--------------------------------------|--------|--|---------|---|-----------|--|----------------------|--------------------|--|---|--|---|--|----------------------------------|
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.3.  | Supporting the removal of barriers to access to employment for women and disadvantaged groups | 4.1.3.3   | Providing employment opportunities for people with Down syndrome in subsidiaries   | 2022                 |                    | 4.1.3.3.1.Number of people with Down Syndrome working in subsidiaries  | Directorate of Human Resources and Training |  | Bodrum Belediyesi Gıda A.Ş, Bodrum Belediyesi Personel A.Ş. |  | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.3.  | Supporting the removal of barriers to access to employment for women and disadvantaged groups | 4.1.3.4   | Encouraging regulations for tradesmen to increase employment opportunities for those who are discriminated against on the basis of their sexual orientation and gender identity  | 2022                 |                    | 4.1.3.4.1. Number of gender equality trainings given to tradesmen<br>4.1.3.4.2. Number of shopkeepers attending meetings   | Directorate of Press and Public Relations   | Directorate of Mukhtar Affairs   |   | Professional Chambers, Mukhtars, Relevant NGOs                 | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.3.  | Supporting the removal of barriers to access to employment for women and disadvantaged groups | 4.1.3.5   | Implementation of a 'Purple Flag' style application for workplaces that employ and support women   | 2022                 | 2026               | 4.1.3.5.1. Ratio of completion of Purple Flag Application criteria study<br>4.1.3.5.2. Number of workplaces given Purple Flag  | Directorate of License and Inspection       |  |   | Professional Chambers  | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.4.  | Supporting women producers living in rural Bodrum   | 4.1.4.1   | Identifying the wishes and needs of women living on the periphery of Bodrum and working in agriculture and implementing practices to support small producers in urban agriculture  | 2023                 | 2026               | 4.1.4.1.1. Completion ratio of Gümbet Neighborhood Barrier-Free Life and Democratization of Women Park and Beach Landscaping Project<br>4.1.4.1.1.2. Recommendation: Ratio of women producers in supported agriculture<br>4.1.4.1.1.3. Number of Seedlings Distributed<br>4.1.4.1.1.4. Ratio of women among farmers given fertilizer support<br>4.1.4.1.1.5. Proportion of women among farmers to whom seeds are distributed<br>4.1.4.1.1.6. Number of women engaged in artisanal production reached through training/information activities | Directorate of Agricultural Services        | Directorate of Public Works, Directorate of Cleaning Works, Directorate of Building Control, Directorate of Zoning and Urbanization, Directorate of Culture and Social Affairs                               |   |  | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.4.  | Supporting women producers living in rural Bodrum   | 4.1.4.2   | Supporting women engaged in agricultural production through training activities and implementing agro-ecological agriculture   | 2023                 | 2026               | 4.1.4.2.1. Number of women trained in agriculture<br>4.1.4.2.2. Number of women taught agro-ecological agriculture practices   | Directorate of Agricultural Services        | Directorate of Public Works, Directorate of Cleaning Works, Directorate of Building Control, Directorate of Zoning and Urbanization, Directorate of Culture and Social Affairs, Directorate of Study Project |   | Professional Chambers, Universities                            | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.4.  | Supporting women producers living in rural Bodrum   | 4.1.4.3   | Providing transportation and transit support for women producers who bring their products to the producers' markets, and creating conditions for women to come to these markets regularly (child care, elderly care, transportation support to the market, etc.).  | 2022                 |                    | 4.1.4.3.1.Number of women producers provided with transportation support to the market   | Directorate of Financial Services           | Directorate of Municipal Police Directorate of Support Services  |   |  | 3-monthly periods                |
| 4        | ECONOMIC EMPOW ERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.4.  | Supporting women producers living in rural Bodrum   | 4.1.4.4   | In order to bring safe food to Bodrum and to provide employment to women living in rural areas of Bodrum, the Municipality opens or rents its own lands to women free of charge and provides seed, fertilizer and training support to enable them to produce, and to market the products at municipal sales points to provide cheap products directly from the producer to the table | 2022                 |                    | 4.1.4.4.1.Number of women producers reached  | Directorate of Agricultural Services        | Directorate of Financial Services<br>Directorate of Municipal Police   |   | Bodrum Agricultural Development Cooperative                    | 3-monthly periods                |

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|----------|-------------------------------------|--------|--|---------|--|-----------|---|----------------------|--------------------|---|---|--|---|---|----------------------------------|
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.4.  | Supporting women producers living in rural Bodrum  | 4.1.4.5   | Simplifying food certifications for small producers by ensuring consultation with the Chamber of Food Engineers   | 2022                 |                    | 4.1.4.5.1.Number of women small producers receiving food certificates with the guidance of the municipality   | Directorate of Agricultural Services      |  |   |   | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.5.  | Strengthening cooperation between municipalities and women's cooperatives and expanding areas of cooperation | 4.1.5.1   | Allowing women's cooperatives to operate municipal parks, kiosks, public bread sales points and tea gardens   | 2022                 | 2026               | 4.1.5.1.1.Number of municipal cafes operated by women's cooperative   | Real Estate and Exploitation Directorate  |  | Bodrum Belediyesi Gıda A.Ş.                               | Women's Cooperatives  | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.5.  | Strengthening cooperation between municipalities and women's cooperatives and expanding areas of cooperation | 4.1.5.2.  | Removing challenges to women's cooperatives and systematizing empowerment efforts to sustain them   | 2022                 |                    | 4.1.5.2.1. Number of women provided with legal support, information and consultancy services related to legislation and the organization<br>4.1.5.2.2. Number of production planning (invoicing, accounting, etc.) trainings provided to women's cooperatives | Directorate of Agricultural Services      | Directorate of Culture and Social Affairs  |   |   | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.5.  | Strengthening cooperation between municipalities and women's cooperatives and expanding areas of cooperation | 4.1.5.3.  | Providing support and counseling to women's cooperatives to enable them to meaningfully participate in the economy and increase employment opportunities for poor women,  | 2022                 |                    | 4.1.5.3.1.Number of women's cooperatives supported and counseled  | Directorate of Agricultural Services      | Directorate of Culture and Social Affairs  |   |   | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.5.  | Strengthening cooperation between municipalities and women's cooperatives and expanding areas of cooperation | 4.1.5.4.  | The municipality should meet the space needs of the cooperatives without the fear of expulsion or expropriation, secured by a written text  | 2022                 |                    | 4.1.5.4.1.Number of women's cooperatives provided with space  | Directorate of Agricultural Services      | Directorate of Culture and Social Affairs  |   |   | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.5.  | Strengthening cooperation between municipalities and women's cooperatives and expanding areas of cooperation | 4.1.5.5.  | Providing resources to cooperatives for their basic equipment and fixture needs   | 2022                 |                    | 4.1.5.5.1.Number of women's cooperatives provided with fixtures and basic equipment support   | Directorate of Agricultural Services      | Directorate of Culture and Social Affairs  |   |   | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.5.  | Strengthening cooperation between municipalities and women's cooperatives and expanding areas of cooperation | 4.1.5.6.  | Providing new functions to public service areas owned by the municipality (public service buildings, green areas and parks, etc.) as areas to support the production of women's cooperatives                    | 2023                 |                    | 4.1.5.6.1.Number of women's cooperatives given a stand  | Directorate of Financial Services         | Directorate of Real Estate and Exploitation, Directorate of Public Works, Directorate of Cleaning Works, Directorate of Building Control, Directorate of Zoning and Urbanization, Directorate of Culture and Social Affairs, Directorate of Survey Project |   | Relevant NGOs   | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.5.  | Strengthening cooperation between municipalities and women's cooperatives and expanding areas of cooperation | 4.1.5.7.  | The municipality purchases from women's cooperatives for its outsourced services and enterprises  | 2022                 |                    | 4.1.5.7.1.Number of service purchases from women's cooperatives   | Directorate of Financial Services         | All Directorates   | Bodrum Belediyesi Gıda Aş, Bodrum Belediyesi Personel Aş. | Women's Cooperatives  | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.5.  | Strengthening cooperation between municipalities and women's cooperatives and expanding areas of cooperation | 4.1.5.8   | Providing product development and marketing support to women  | 2022                 |                    | 4.1.5.8.1. Number of trainings provided<br>4.1.5.8.2. Number of women receiving training  | Directorate of Culture and Social Affairs | Directorate of Press and Public Relations  |   |   | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment | 4.1.5.  | Strengthening cooperation between municipalities and women's cooperatives and expanding areas of cooperation | 4.1.5.9   | Establishing collaborations with universities and the private sector in the fields of design and marketing in order to improve the existing services of women's cooperatives and increase their economic return | 2022                 |                    | 4.1.5.9.1.Number of cooperation protocols   | Directorate of Press and Public Relations | Directorate of Agricultural Services   |   | Universities, Relevant NGOs, IDEMA, Professional Chambers, Women's Cooperatives | 3-monthly periods                |



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|----------|-------------------------------------|--------|--|---------|--|-----------|--|----------------------|--------------------|---|---|--|--------------------------------|--|----------------------------------|
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment   | 4.1.5.  | Strengthening cooperation between municipalities and women's cooperatives and expanding areas of cooperation | 4.1.5.10  | Improving the market and sales opportunities of women producers and women's cooperatives and sharing the necessary information and facilities for all women's cooperatives to benefit from these opportunities, providing support for shops and sales points where women's cooperatives can sell their products and online sales platforms | 2022                 |                    | 4.1.5.10.1.Number of environments created for women to turn their production into income in areas close to where they reside  | Directorate of Press and Public Relations   | Directorate of Information Processing, Directorate of Financial Services, Directorate of Agricultural Services |                                | Bodrum District Governorship, Relevant NGOs, Women's Cooperatives  | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.1.   | Increasing women's employment opportunities and economic empowerment   | 4.1.6.  | Supporting women entrepreneurs   | 4.1.6.1   | Implementation of the decision of the Municipality Council to give discounts on workplace licenses to women entrepreneurs  | 2022                 |                    | 4.1.6.1.1.1.Number of women entrepreneurs benefiting from discount  | Directorate of License and Inspection       |  |                                |  | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.2.   | Supporting women's economic empowerment through improved care services | 4.2.1.  | Developing a multi-dimensional and holistic approach from different perspectives in municipal care services  | 4.2.1.1   | Nurseries should be accessible/within walking distance, and if the nursery is not in the neighborhood where the child resides, transportation service should be provided.  | 2022                 |                    | 4.2.1.1.1. Number of transportation services provided<br>4.2.1.1.2. Number of children provided transportation services   | Directorate of Support Services             | Directorate of Enterprises and Subsidiaries  |                                |  | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.2.   | Supporting women's economic empowerment through improved care services | 4.2.1.  | Developing a multi-dimensional and holistic approach from different perspectives in municipal care services  | 4.2.1.2   | Opening cheap, accessible, widespread daycare centers that give priority to poor neighborhoods and working women, where children are cared for on-site   | 2022                 |                    | 4.2.1.2.1.Number of kindergartens opened  | Directorate of Enterprises and Subsidiaries |  |                                | Bodrum District Directorate of National Education  | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.2.   | Supporting women's economic empowerment through improved care services | 4.2.2.  | Ensuring accessibility by expanding and diversifying care services and improving existing services           | 4.2.2.1   | Developing an on-site elderly care model to meet and support the needs of the elderly without leaving their homes  | 2022                 |                    | 4.2.3.1.1. Establishing a cleaning and personal care team<br>4.2.3.1.2. Number of elderly people to whom meals are distributed daily<br>4.2.3.1.3. Number of elderly people supported to purchase medicines | Directorate of Culture and Social Affairs   | Directorate of Agricultural Services   |                                |  | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.2.   | Supporting women's economic empowerment through improved care services | 4.2.2.  | Ensuring accessibility by expanding and diversifying care services and improving existing services           | 4.2.2.2   | Planning the nursery time intervals not in a uniform way, but in a diversified and flexible time to meet different needs with applications such as playroom, toy library, etc.   | 2022                 |                    | 4.2.2.2.2.1.Number of daycare centers with flexible hours   | Directorate of Private Secretary            |  |                                | Bodrum District Directorate of National Education  | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.2.   | Supporting women's economic empowerment through improved care services | 4.2.3.  | Meeting the needs of relatives who provide care services   | 4.2.3.1.  | Providing information support to caregivers  | 2022                 |                    | 4.2.3.1.1.Number of people informed   | Directorate of Culture and Social Affairs   | Directorate of Press and Public Relations  |                                | Muğla Metropolitan Municipality, Muğla Provincial Directorate of Family and Social Services, Bodrum District Directorate of National Education | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.2.   | Supporting women's economic empowerment through improved care services | 4.2.3.  | Meeting the needs of relatives who provide care services   | 4.2.3.2.  | Providing transportation support to disability centers   | 2022                 |                    | 4.2.3.2.1.Number of people provided transportation support to disability centers  | Directorate of Support Services             | Directorate of Culture and Social Affairs  |                                | Mugla Metropolitan Municipality  | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.2.   | Supporting women's economic empowerment through improved care services | 4.2.3.  | Meeting the needs of relatives who provide care services   | 4.2.3.3.  | Providing psycho-social support to mothers and caregivers of disabled people   | 2022                 |                    | 4.2.3.3.1.Number of disabled relatives supported  | Directorate of Press and Public Relations   | Directorate of Culture and Social Affairs  |                                |  | 3-monthly periods                |
| 4        | ECONOMIC EMPOWERMENT AND EMPLOYMENT | 4.2.   | Supporting women's economic empowerment through improved care services | 4.2.5.  | Providing the support needs of the relevant personnel in the municipality                                    | 4.2.4.1.  | Providing human rights and gender equality trainings for children and teachers in kindergartens  | 2022                 |                    | 4.2.4.1.1. Number of children receiving education<br>4.2.4.1.2. Number of teachers trained  | Directorate of Press and Public Relations   | Directorate of Enterprises and Subsidiaries  |                                | Bodrum District Directorate of National Education, Universities, Relevant NGOs   | 3-monthly periods                |
| 5        | URBAN SERVICES                      | 5.1.   | Improvement and expansion of health services                           | 5.1.1.  | Facilitating access to health services   | 5.1.1.1.  | Establishing anonymous testing, diagnosis and counseling centers where people can receive services without being subjected to discrimination on the grounds of sex, gender identity and sexual orientation   | 2022                 |                    | 5.1.1.1.1.1. Number of centers opened<br>5.1.1.1.1.2. Number of beneficiaries   | Directorate of Culture and Social Affairs   |  |                                | UNFPA  | 3-monthly periods                |

| THEME NO | THEME          | AIM NO | AIM  | GOAL NO | GOAL  | ACTION NO | ACTION  | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS   | RESPONSIBLE DEPARTMENT                                  | DEPARTMENTS TO COOPERATE WITH   | SUBSIDIARIES TO COOPERATE WITH | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH  | MONITORING / REPORTING FREQUENCY |
|----------|----------------|--------|--|---------|---|-----------|---|----------------------|--------------------|--|---|---|--------------------------------|---|----------------------------------|
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.1.  | Facilitating access to health services  | 5.1.1.2.  | Expanding centers for preventive and protective health services, especially for women, in all neighborhoods   | 2022                 |                    | 5.1.1.2.1. Number of (temporary) health centers opened   | Directorate of Culture and Social Affairs               | Real Estate and Exploitation Dir., Directorate of Survey and Project, Dir. of Support Services, Dir. of Press, Publications and Public Relations, Dir. of Public Works and Urbanization, Dir. of Plan and Project, Dir. of Public Works |                                | Bodrum District Health Directorate  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.1.  | Facilitating access to health services  | 5.1.1.3.  | Providing transportation support to access health services; Providing transportation services to women living in rural neighborhoods on the periphery of Bodrum   | 2022                 |                    | 5.1.1.3.1. Vehicle support for dialysis patients   | Directorate of Support Services                         |   |                                | Bodrum District Health Directorate  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.1.  | Facilitating access to health services  | 5.1.1.4   | Making the environment of health institutions safe; controlling the lighting around hospitals and health centers and making necessary improvements  | 2022                 |                    | 5.1.1.4.1. Number of health institutions illuminated   | Directorate of Support Services                         |   |                                | Aydem, Muğla Metropolitan Municipality, Bodrum District Health Directorate  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.1.  | Facilitating access to health services  | 5.1.1.5.  | Providing regular training to the municipality's health service personnel on issues such as patient rights, women's rights, gender equality, gender identity, sexual orientation, discrimination, abuse, violence against women and ways to be followed in such cases | 2022                 |                    | 5.1.1.5.1. Number of trainings given to the municipality's personnel in charge of health services<br>5.1.1.5.2 Number of people participating in trainings   | Directorate of Human Resources and Training             | Directorate of Press, Publications and Public Relations, Directorate of Culture and Social  |                                | Relevant NGOs, Universities, Muğla Provincial Directorate of Family and Social Services   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.1.  | Facilitating access to health services  | 5.1.1.6   | Increasing the number of personnel providing services for women (social workers, psychologists, etc.)   | 2022                 |                    | 5.1.1.6.1. Number of personnel in municipal units providing services for women   | Directorate of Human Resources and Training             |   |                                |   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.1.  | Facilitating access to health services  | 5.1.1.7   | Developing collaborations to increase women's access to health services   | 2022                 |                    | 5.1.1.7.1. Number of clients counseled   | Directorate of Press, Publications and Public Relations |   |                                | Bodrum District Health Directorate, Relevant NGOs, Relevant Women's Organizations and Sexual Orientation and Gender Id. Based Civil Society Organizations, TMA, UNFPA, Universities | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.2.  | Expanding protective-preventive health services by improving their quality and quantity | 5.1.2.1   | Informing women and children about the direct and indirect effects of climate change on human health  | 2022                 |                    | 51211 Number of awareness raising activities carried out<br>51212 Proportion of women among participants in awareness activities<br>51213 Proportion of girls among participants in awareness activities | Directorate of Climate Change and Zero Waste            | Dir. of Support Services, Directorate of Public Security, Dir. of Press, Publications and Public Relations  |                                | Relevant NGOs (Help- zone), Bodrum District Directorate of National Education   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.2.  | Expanding protective-preventive health services by improving their quality and quantity | 5.1.2.2   | Establishment of a health cabinet for small injections, dressings, etc.   | 2022                 |                    | 5.1.2.2.1. Number of health cabinet opened   | Directorate of Culture and Social Affairs               | Real Estate and Exploitation Dir., Dir. of Survey and Project, Dir. of Support Services, Dir. of Press, Publications and Public Relations, Dir. of Public Works and Urbanization, Dir. of Plan and Project, Directorate of Public Works |                                | Bodrum District Health Directorate  | 3-monthly periods                |

| THEME NO | THEME          | AIM NO | AIM  | GOAL NO | GOAL   | ACTION NO | ACTION  | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS  | RESPONSIBLE DEPARTMENT                                  | DEPARTMENTS TO COOPERATE WITH   | SUBSIDIARIES TO COOPERATE WITH | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH  | MONITORING / REPORTING FREQUENCY |
|----------|----------------|--------|--|---------|--|-----------|---|----------------------|--------------------|---|---|---|--------------------------------|---|----------------------------------|
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.2.  | Expanding protective-preventive health services by improving their quality and quantity  | 5.1.2.3   | Coordinated work of health centers with sports-related units and including dietitian/diet service   | 2022                 | 2026               | 5.1.2.3.1. Number of people benefiting from dietitian service   | Directorate of Culture and Social Affairs               | Directorate of Human Resources and Training   |                                |   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.2.  | Expanding protective-preventive health services by improving their quality and quantity  | 5.1.2.4   | Supporting women's access to KETEM at regular intervals by identifying needs in neighborhoods with access problems  | 2022                 |                    | 5.1.2.4.1. Number of women directed to KETEM  | Directorate of Culture and Social Affairs               | Directorate of Support Services   |                                | Mukhtars, Relevant NGOs, Bodrum District Health Directorate   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.2.  | Expanding protective-preventive health services by improving their quality and quantity  | 5.1.2.5   | Planning studies on safe food consumption and organizing training activities in neighborhoods   | 2022                 |                    | 5.1.2.5.1. Number of trainings organized<br>5.1.2.5.2. Number of people participating in training<br>5.1.2.5.3. Proportion of women participating in training                                   | Directorate of Agricultural Services                    |   |                                | Bodrum District Directorate of Agr. and Forestry, Profs. Chambers, Relevant NGOs, Women's Organizations | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.2.  | Expanding protective-preventive health services by improving their quality and quantity  | 5.1.2.6   | Implementation of protective-preventive health services by developing cooperation with agricultural activities in the city  | 2022                 |                    | 5.1.2.6.1. Number of stakeholders with whom cooperation has been developed<br>5.1.2.6.2. Number of collaborations made  | Directorate of Agricultural Services                    |   |                                | Bodrum Agricultural Development Cooperative, Bodrum District Directorate of Agriculture and Forestry    | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.2.  | Expanding protective-preventive health services by improving their quality and quantity  | 5.1.2.7   | Providing first aid, women's health (reproductive health, family planning, gynecological diseases, cancer, etc.) trainings at regular intervals in the existing public centers of the municipality and especially in centers for women  | 2022                 |                    | 5.1.2.7.1. Number of trainings provided<br>5.1.2.7.2. Number of people participating in training  | Directorate of Culture and Social Affairs               | Directorate of Press, Publications and Public Relations, Directorate of Mukhtar Affairs   |                                | Mukhtars, Relevant NGOs, Bodrum District Health Directorate   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.2.  | Expanding protective-preventive health services by improving their quality and quantity  | 5.1.2.8   | Improving the work carried out in women's counseling centers in a way that takes into account gender identity and sexual orientation  | 2022                 |                    | 5.1.2.8.1. Satisfaction rate according to the results of the survey on the inclusive attitude towards clients including gender identity and sexual orientation at the Women's Counseling Center | Directorate of Press, Publications and Public Relations |   |                                | Relevant NGOs   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.3.  | Providing necessary counseling and services on family planning, maternal, infant and adolescent health   | 5.1.3.1   | Sharing the materials prepared on combating gender-based discrimination, sexual and reproductive health with couples applying to the municipality for marriage and newly married couples  | 2022                 |                    | 5.1.3.1.1. Proportion of couples given brochures  | Directorate of Editorial Affairs                        | Directorate of Press, Publications and Public Relations   |                                | Bodrum District Directorate of National Education   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.3.  | Providing necessary counseling and services on family planning, maternal, infant and adolescent health - Providing necessary counseling and services on family planning, maternal, infant and adolescent health  | 5.1.3.2   | Informing and training parents on how to educate their children themselves on sexual and reproductive health, sexual abuse, and protection of their bodily integrity  | 2022                 |                    | 51321. Number of trainings provided<br>51322. Number of people receiving training   | Directorate of Culture and Social Affairs               | Directorate of Press, Publications and Public Relations   |                                | Bodrum District Directorate of Health   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.3.  | Providing necessary counseling and services on family planning, maternal, infant and adolescent health<br>Providing necessary counseling and services on family planning, maternal, infant and adolescent health | 5.1.3.3   | Supporting personnel such as social workers/psychologists working in local women's centers/culture and youth centers/neighborhood houses etc. for social support, information support and counseling services for families and adolescents with trainings to ensure that they are adequately equipped with up-to-date information | 2022                 |                    | 51331. Number of trainings provided<br>51332. Number of personnel trained   | Directorate of Human Resources and Training             | Directorate of Press, Publications and Public Relations, Directorate of Culture and Social Affairs, Directorate of Enterprises and Subsidiaries |                                | Muğla Provincial Directorate of Family and Social Services, Universities, Relevant NGOs                 | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.3.  | Providing necessary counseling and services on family planning, maternal, infant and adolescent health   | 5.1.3.4   | Identification and follow-up of needs during home visits and delivery of support packages after delivery  | 2022                 |                    | 51341. Number of home visits made<br>51342. Number of support packages provided<br>51343. Ratio of establishing a need tracking mechanism   | Directorate of Press, Publications and Public Relations |   |                                |   | 3-monthly periods                |

| THEME NO | THEME          | AIM NO | AIM  | GOAL NO | GOAL   | ACTION NO | ACTION  | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS  | RESPONSIBLE DEPARTMENT                    | DEPARTMENTS TO COOPERATE WITH   | SUBSIDIARIES TO COOPERATE WITH                                  | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH   | MONITORING / REPORTING FREQUENCY |
|----------|----------------|--------|--|---------|--|-----------|---|----------------------|--------------------|---|---|---|---|--|----------------------------------|
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.3.  | Providing necessary counseling and services on family planning, maternal, infant and adolescent health       | 5.1.3.5   | Providing women with counseling on family planning, sexual and reproductive health and ensuring their access to contraceptive/birth control methods; distribution of contraceptives   | 2022                 |                    | 5.1.351. Number of clients directed to Ketem<br><br>5.1.352. Number of people to whom contraceptives were distributed<br><br>5.1.353. Number of women counseled on reproductive health and family planning  | Directorate of Press and Public Relations |   |   | UNFPA<br>Bodrum District Health Directorate  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.3.  | Providing necessary counseling and services on family planning, maternal, infant and adolescent health       | 5.1.3.6   | Providing information to parents and children about neglect/ abuse/ coercion/rape and informing them about the institutions they can ask for help in case of such a situation   | 2022                 |                    | 5.1.361. Number of clients provided with information<br><br>5.1.362. Number of clients counseled  | Directorate of Press and Public Relations |   |   | Bodrum District Health Directorate, Muğla Bar Association, Muğla Provincial Directorate of Family and Social Services, Law Enforcement, Bodrum Courthouse Directorate of Judicial Support and Victim Services, Relevant NGOs | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.3.  | Providing necessary counseling and services on family planning, maternal, infant and adolescent health       | 5.1.3.7   | Preparation of informative materials such as booklets, brochures, etc., including the stages of adolescent development and the topics they need in this process (menstrual process / hygiene, sexual health / reproductive health, contraception methods, STIs, etc.), ensuring that the materials reach adolescents and their families | 2022                 |                    | 5.1.3.7.1. Number of booklets distributed   | Directorate of Press and Public Relations | Directorate of Support Services, Directorate of Mukhtar Affairs           | Directorate of Support Services, Directorate of Mukhtar Affairs |  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.4.  | Increasing women's awareness on healthy living and health services   | 5.1.4.1   | Informing women about the changes in their physical and mental health during menopause and providing education and information on healthy aging   | 2022                 |                    | 5.1.411. Number of seminars organized in cooperation with NGOs<br><br>5.1.412. Number of women participating in seminars  | Directorate of Culture and Social Affairs | Directorate of Press, Publications and Public Relations                   |   |  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.5.  | Raising awareness against the negative effects of substance abuse  | 5.1.5.1   | Conducting awareness raising activities on combating addiction  | 2022                 |                    | 5.1.5.1.1. Number of studies<br>5.1.5.1.1. Number of people reached within the scope of awareness activities<br><br>5.1.5.1.2. Proportion of women among the people reached within the scope of awareness activities  | Directorate of Culture and Social Affairs | Directorate of Press, Publications and Public Relations                   |   | Directorate of National Education  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.5.  | Raising awareness against the negative effects of substance abuse  | 5.1.5.2   | Municipality conducting information and awareness raising activities on addiction in neighborhoods in cooperation with mukhtars   | 2022                 |                    | 5.1.521. Conducted awareness raising activities<br><br>5.1.522. Number of neighborhoods where information meetings on addiction were organized<br><br>5.1.523. Number of people attending meetings  | Directorate of Press and Public Relations | Directorate of Mukhtar Affairs, Directorate of Culture and Social Affairs |   | Mukhtars, Relevant NGOs, Bodrum District Health Directorate  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services | 5.1.6.  | Planning urban public spaces and services in a way that does not threaten public health and ensuring hygiene | 5.1.6.1   | Eliminating the deficiencies in municipal cleaning services in the neighborhoods on the periphery of the city and establishing an audit mechanism   | 2022                 |                    | 5.1.6.1.1. Number of NGOs with which cooperation is developed for problem and need assessment<br>5.1.6.1.2. Number of interviews, surveys, focus groups conducted to determine the needs related to cleaning works<br><br>5.1.6.1.3. Number of cleaning campaigns organized with the neighborhood<br><br>5.1.6.1.4. Number of awareness activities organized<br><br>5.1.6.1.5. Number of billboard posters on cleanliness awareness | Directorate of Cleaning Affairs           |   |   | Relevant NGOs, Mukhtars, Neighborhood Residents  | 3-monthly periods                |



| THEME NO | THEME          | AIM NO | AIM  | GOAL NO | GOAL  | ACTION NO | ACTION   | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS   | RESPONSIBLE DEPARTMENT                    | DEPARTMENTS TO COOPERATE WITH   | SUBSIDIARIES TO COOPERATE WITH | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH                           | MONITORING / REPORTING FREQUENCY |
|----------|----------------|--------|--|---------|---|-----------|--|----------------------|--------------------|--|---|---|--------------------------------|--|----------------------------------|
| 5        | URBAN SERVICES | 5.1.   | Improvement and expansion of health services                             | 5.1.6.  | Planning urban public spaces and services in a way that does not threaten public health and ensuring hygiene                | 5.1.6.2   | The materials used in urban infrastructure, design and park construction should be audited for their impact on public health and sustainable materials should be used.                               | 2022                 |                    | 51.621. Number of parks built using natural and sustainable materials<br>51.622 Number of free playgrounds with sand and grass surfaces<br>51.623 Number of natural rocky climbing-sitting areas | Directorate of Parks and Gardens          | Directorate of Civil Works, Directorate of Support Services, Directorate of Survey and Project, Directorate of Cleaning Works |                                |  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.2.   | Diversifying and expanding education and lifelong learning opportunities | 5.2.1.  | Ensuring access to education and lifelong learning opportunities  | 5.2.1.1   | Providing support to enable children to complete compulsory education  | 2022                 |                    | 521.11. Number of field studies conducted to identify the needs and problems of children who cannot continue their education<br>521.12 Number of girls not completing school                     | Directorate of Culture and Social Affairs | Directorate of Press and Public Relations   |                                | Bodrum District Directorate of National Education, Relevant NGOs                         | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.2.   | Diversifying and expanding education and lifelong learning opportunities | 5.2.1.  | Ensuring access to education and lifelong learning opportunities  | 5.2.1.2   | Ensuring that the municipality centers are accessible to women and girls from all parts of Bodrum and under all circumstances, and if this is not possible, providing transportation-service support | 2022                 |                    | 52121. Vehicle support provided<br>52122 Number of people benefiting from vehicle support  | Directorate of Support Services           |   |                                |  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.2.   | Diversifying and expanding education and lifelong learning opportunities | 5.2.2.  | Diversifying the content of training programs in various centers of the municipality and increasing them to meet the demand | 5.2.2.1   | Providing technology literacy trainings  | 2022                 |                    | 5221.1. Number of courses opened<br>52212 Proportion of women among participants in technology literacy trainings  | Directorate of Culture and Social Affairs | Directorate of Press and Public Relations, Directorate of Support Services  |                                | Bodrum District Directorate of National Education, Relevant NGOs, Mukhtars, Universities | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.2.   | Diversifying and expanding education and lifelong learning opportunities | 5.2.2.  | Diversifying the content of training programs in various centers of the municipality and increasing them to meet the demand | 5.2.2.2   | Providing Elderly Care trainings   | 2022                 |                    | 5.2.2.2.1. Proportion of men among participants in elderly care trainings  | Directorate of Culture and Social Affairs | Directorate of Press and Public Relations, Directorate of Support Services  |                                | Bodrum District Directorate of National Education, Relevant NGOs, Universities           | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.2.   | Diversifying and expanding education and lifelong learning opportunities | 5.2.2.  | Diversifying the content of training programs in various centers of the municipality and increasing them to meet the demand | 5.2.2.3   | Providing trainings on preparing for old age   | 2022                 |                    | 5.2.2.3.1. Proportion of men among participants in elderly care trainings  | Directorate of Culture and Social Affairs | Directorate of Press and Public Relations, Directorate of Support Services  |                                | Bodrum District Directorate of National Education, Relevant NGOs, Universities           | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.2.   | Diversifying and expanding education and lifelong learning opportunities | 5.2.2.  | Diversifying the content of training programs in various centers of the municipality and increasing them to meet the demand | 5.2.2.4   | Including sign language in education programs and ensuring that teachers working in institutions where education is provided receive sign language training  | 2022                 |                    | 52241. Number of courses opened<br>52242 Proportion of women in trainees   | Directorate of Culture and Social Affairs | Directorate of Press and Public Relations, Directorate of Support Services  |                                | Bodrum District Directorate of National Education, Relevant NGOs, Universities           | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.2.   | Diversifying and expanding education and lifelong learning opportunities | 5.2.2.  | Diversifying the content of training programs in various centers of the municipality and increasing them to meet the demand | 5.2.2.5   | Opening high school and university preparation support courses for low-income people   | 2022                 |                    | 52251. Number of courses opened<br>52252 Proportion of female students among course participants   | Directorate of Culture and Social Affairs | Directorate of Press and Public Relations, Directorate of Support Services  |                                | Bodrum District Directorate of National Education, Relevant NGOs, Universities           | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.2.   | Diversifying and expanding education and lifelong learning opportunities | 5.2.2.  | Diversifying the content of training programs in various centers of the municipality and increasing them to meet the demand | 5.2.2.6   | Cooperation with the District Directorate of National Education to open special Turkish literacy courses for migrant and refugee women   | 2022                 |                    | 52261. Number of Turkish reading and writing courses opened<br>52262 Number of course participants   | Directorate of Culture and Social Affairs | Directorate of Press and Public Relations, Directorate of Mukhtar Affairs   |                                | Bodrum District Directorate of National Education, Relevant NGOs, Universities, Mukhtars | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.2.   | Diversifying and expanding education and lifelong learning opportunities | 5.2.2.  | Diversifying the content of training programs in various centers of the municipality and increasing them to meet the demand | 5.2.2.7   | Determining the main languages of the migrant population and cooperating with the district Directorate of National Education to open courses for teaching different languages (Arabic, Kurdish, ...) | 2022                 |                    | 52271. Number of courses opened<br>52272 Proportion of women among course participants   | Directorate of Culture and Social Affairs | Directorate of Press and Public Relations   |                                | Bodrum District Directorate of National Education, Relevant NGOs, Universities           | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.2.   | Diversifying and expanding education and lifelong learning opportunities | 5.2.3.  | Increasing access to education for migrants, especially women and girls   | 5.2.3.1.  | Providing basic food, clothing, education and stationery support to support the continuity of education of migrant children  | 2022                 |                    | 5231.1. Number of households provided with food packages<br>52312 Number of children provided with stationery materials  | Directorate of Culture and Social Affairs |   |                                | Relevant NGOs  | 3-monthly periods                |

| THEME NO | THEME          | AIM NO | AIM  | GOAL NO | GOAL  | ACTION NO | ACTION  | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS  | RESPONSIBLE DEPARTMENT                    | DEPARTMENTS TO COOPERATE WITH   | SUBSIDIARIES TO COOPERATE WITH | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH                           | MONITORING / REPORTING FREQUENCY |
|----------|----------------|--------|--|---------|---|-----------|---|----------------------|--------------------|---|---|---|--------------------------------|--|----------------------------------|
| 5        | URBAN SERVICES | 5.2.   | Diversifying and expanding education and lifelong learning opportunities | 5.2.3.  | Increasing access to education for migrants, especially women and girls                           | 5.2.3.2   | Facilitate the continuation of education in age-appropriate classes by planning additional courses for late-age migrant children in line with their interests and competencies  | 2022                 |                    | 52321. Number of courses opened<br>52322. Proportion of girls and boys attending courses  | Directorate of Culture and Social Affairs | Directorate of Press and Public Relations   |                                | Bodrum District Directorate of National Education, Relevant NGOs, Universities           | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.2.   | Diversifying and expanding education and lifelong learning opportunities | 5.2.4.  | Facilitating access of persons with disabilities to vocational and personal development trainings | 5.2.4.1   | Planning trainings and courses in an accessible manner for persons with disabilities  | 2022                 |                    | 5.2.4.1.1. Number of sign language courses for the hearing impaired<br>5.2.4.1.2. Number of course activities with mentally disabled people<br>5.2.4.1.3. Proportion of women among beneficiaries of transportation support for access to education | Directorate of Culture and Social Affairs | Directorate of Mukhtar Affairs  |                                | Bodrum District Directorate of National Education, Relevant NGOs, Universities, Mukhtars | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all                     | 5.3.1.  | Making the city accessible for women and discriminated groups to use urban spaces                 | 5.3.1.1   | Inventorying the buildings owned or served by the Municipality in terms of physical accessibility, auditing and improving the existing building inventory and making the buildings accessible and barrier-free with a planning  | 2022                 |                    | 5.3.1.1.1. Number of service buildings made accessible  | Directorate of Survey and Project         | Directorate of Mukhtar Affairs, Directorate of Press and Public Relations, Directorate of Plan and Project, Directorate of Public Security  |                                | Relevant NGOs, Professional Chambers, relevant Public Institutions                       | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all                     | 5.3.1.  | Making the city accessible for women and discriminated groups to use urban spaces                 | 5.3.1.2   | The Municipality, in cooperation with relevant units and civil society organizations working in this field, prepares a document - regulation on equitable urban planning principles and spatial design standards and integrates it into the work processes of the units operating in this field | 2022                 |                    | 53121. Number of meetings held with NGOs<br>53122. Number of NGOs participating in meetings   | Directorate of Survey and Project         | Directorate of Mukhtar Affairs, Directorate of Press and Public Relations, Directorate of Plan and Project, Directorate of Public Security  |                                | Relevant NGOs, Professional Chambers, relevant Public Institutions                       | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all                     | 5.3.1.  | Making the city accessible for women and discriminated groups to use urban spaces                 | 5.3.1.3   | Reviewing whether spatial accessibility is possible for everyone (such as persons with disabilities, older women and elderly, disabled caregivers and parents with children); observing equitable urban planning principles/spatial design standards  | 2022                 |                    | 53131. Rate of compliance of existing spatial planning with spatial design standards and equitable urban planning principles<br>53132. Number of areas with infrastructure improvements   | Directorate of Survey and Project         | Directorate of Mukhtar Affairs, Directorate of Press and Public Relations, Directorate of Plan and Project, Directorate of Public Security  |                                | Relevant NGOs, Professional Chambers, relevant Public Institutions                       | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all                     | 5.3.2.  | Considering diverse needs and gender equality in the design and planning of the city              | 5.3.2.1   | Using participatory methods in urban planning and design, reflecting the views of women in decisions  | 2022                 |                    | 53211. Number of meetings held with women<br>53212. Number of women attending meetings<br>53213. Proportion of women participating in surveys on urban planning   | Plan and Project Directorate              | Directorate of Public Works and Urbanization, Directorate of Press, Publications and Public Relations   |                                | Relevant NGOs, Professional Chambers, relevant Public Institutions, Bodrum City Council  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all                     | 5.3.2.  | Considering diverse needs and gender equality in the design and planning of the city              | 5.3.2.2   | Ensuring the active use of parks by women and children and placing an appropriate number of urban furniture and equipment elements according to the size of the park area for activities such as socializing, product sales, etc.   | 2022                 | 2026               | 53221. Number of parks with walking paths<br>53222. Number of parks with playground equipment<br>53223. Number of picnic areas<br>53224. Number of booths created for the sale of women's products  | Directorate of Parks and Gardens          | Directorate of Public Works, Directorate of Cleaning Works, Directorate of Building Control Directorate, Directorate of Public Works, Directorate of Culture and Social Affairs, Directorate of Survey and Project Management |                                |  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all                     | 5.3.2.  | Considering diverse needs and gender equality in the design and planning of the city              | 5.3.2.3   | Auditing and improving the ergonomic suitability of sports equipment in parks for everyone  | 2022                 |                    | 53231. Number of sports equipment in compliance with TSE standards<br>53232. Number of sports equipment renewed during the year   | Directorate of Survey and Project         |   |                                |  | 3-monthly periods                |

| THEME NO | THEME          | AIM NO | AIM  | GOAL NO | GOAL  | ACTION NO | ACTION   | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS  | RESPONSIBLE DEPARTMENT                         | DEPARTMENTS TO COOPERATE WITH  | SUBSIDIARIES TO COOPERATE WITH | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH                          | MONITORING / REPORTING FREQUENCY |
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| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.2.  | Considering diverse needs and gender equality in the design and planning of the city    | 5.3.2.4   | Observing gender equality in street and park names, including women's names in park and street names   | 2022                 |                    | 5.3.2.4.1. Number of park and street names given in consideration of gender equality  | Directorate of Public Works and Urban Planning | Directorate of Mukhtar Affairs, Directorate of Parks and Gardens   |                                | Relevant NGOs, Professional Chambers, relevant Public Institutions, Bodrum City Council | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.2.  | Considering diverse needs and gender equality in the design and planning of the city    | 5.3.2.5   | Developing gender-sensitive plans and projects in urban planning, construction of public housing areas, etc.   | 2022                 |                    | 5.3.2.5.1. Gender-based plans and projects  | Directorate of Survey and Project              | Dir. of Public Works and Urbanization, Dir. of Press, Publications and Public Relations  |                                | Relevant NGOs, Professional Chambers, relevant Public Institutions, Bodrum City Council | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.2.  | Considering diverse needs and gender equality in the design and planning of the city    | 5.3.2.6   | Selecting pavement materials that are sensitive to pedestrians, parents and disabled people in the city  | 2022                 |                    | 5.3.2.6.1. Number of applications using parent- and disability-sensitive pavement materials   | Directorate of Survey and Project              | Dir. of Mukhtar Affairs, Dir. of Press and Public Relations, Dir. of Plan and Project, Directorate of Public Security, Directorate of Culture and Social Affairs |                                | Relevant NGOs, Professional Chambers, relevant Public Institutions, Bodrum City Council | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.2.  | Considering diverse needs and gender equality in the design and planning of the city    | 5.3.2.7   | Visual posts in various parts of the city that empower women and emphasize their achievements  | 2022                 |                    | 5.3.2.7.1. Number of women statues  | Directorate of Culture and Social Affairs      | Directorate of Survey and Project, Dir. of Civil Works, Dir. of Support Services, Dir. of Parks and Gardens  |                                | Relevant NGOs, Professional Chambers, relevant Public Institutions, Bodrum City Council | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.2.  | Considering diverse needs and gender equality in the design and planning of the city    | 5.3.2.8   | Ensuring that urban furniture has designs and frequencies that take into account the different conditions of city dwellers and can be used by everyone | 2022                 |                    | 5.3.2.8.1. Number of improved urban furniture   | Directorate of Parks and Gardens               | Directorate of Support Services, Directorate of Public Security, Dir. of Culture and Social Affairs, Dir. of Press and Public Relations                          |                                | Relevant NGOs, Professional Chambers, relevant Public Institutions, Bodrum City Council | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.2.  | Considering diverse needs and gender equality in the design and planning of the city    | 5.3.2.9   | Improvement of lighting systems in parks   | 2022                 | 2023               | 5.3.2.9.1. Number of parks with improved lighting system  | Directorate of Support Services                |  |                                | Aydem, Muğla Metropolitan Municipality  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.3.  | Designing common and semi-public spaces organized in a way that women can also use them | 5.3.3.1   | Inspecting public spaces meticulously at the planning stage to ensure that they are accessible and safe  | 2022                 |                    | 53311. Number of accessible and safe spaces<br>53312. Number of surveys, interviews and focus groups conducted to identify areas where women do not feel safe | Directorate of Survey and Project              |  |                                | Relevant NGOs, Professional Chambers, relevant Public Institutions, Bodrum City Council | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.3.  | Designing common and semi-public spaces organized in a way that women can also use them | 5.3.3.2   | Taking the suggestions of people living in different conditions, especially women, regarding pedestrian safety in organized parks, squares and streets | 2022                 |                    | 5.3.3.2.1. Proportion of women among those whose suggestions are received   | Directorate of Survey and Project              |  |                                |   | 3-monthly periods                |

| THEME NO | THEME          | AIM NO | AIM  | GOAL NO | GOAL  | ACTION NO | ACTION   | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS   | RESPONSIBLE DEPARTMENT                       | DEPARTMENTS TO COOPERATE WITH  | SUBSIDIARIES TO COOPERATE WITH | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH | MONITORING / REPORTING FREQUENCY   |                   |
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| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.3.  | Designing common and semi-public spaces organized in a way that women can also use them | 5.3.3.3   | Planning/organizing meeting spaces for women. In this direction, arranging an area where women can chat and socialize with each other while waiting to drop off and pick up their children, which is one of the very limited reasons for women to leave their homes; this can be an open space arrangement or some kind of bench arrangement, it can be added in front of or near each school. Similarly, creating spaces with tables and shaded seating groups in parks that will provide an environment for socializing together for a long time, where picnics etc. can be held | 2022                 |                    | 5.3.3.3.1. Number of seating groups placed in front of schools   | Directorate of Support Services              |  |                                |  | Relevant NGOs, Professional Chambers, relevant Public Institutions, Bodrum City Council, Bodrum District Directorate of National Education | 3-monthly periods |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.3.  | Designing common and semi-public spaces organized in a way that women can also use them | 5.3.3.4   | Making spatial arrangements where women can socialize (small seating groups, gazebos, etc.) in neighborhoods and new residential areas that are not in the form of gated communities.  | 2022                 |                    | 5.3.3.4.1. Number of picnic table requests fulfilled   | Directorate of Support Services              |  |                                |  | Relevant NGOs, Professional Chambers, relevant Public Institutions, Bodrum City Council  | 3-monthly periods |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.3.  | Designing common and semi-public spaces organized in a way that women can also use them | 5.3.3.5   | Consulting with relevant commissions/structures to consider new projects such as sidewalks, streets, squares, parks, mosques, toilets, lighting, etc. from this perspective  | 2022                 |                    | 53351. Number of commissions/NGOs etc. consulted<br><br>53352. Proportion of women in consulted Commissions/NGOs etc.                | Directorate of Survey and Project            |  |                                |  | Relevant NGOs, Professional Chambers, relevant Public Institutions, Bodrum City Council  | 3-monthly periods |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.3.  | Designing common and semi-public spaces organized in a way that women can also use them | 5.3.3.6.  | Ensuring that mukhtar buildings are of appropriate size and modernized to be used for activities and events in disasters, emergencies or ordinary times  | 2022                 |                    | 5.3.3.6.1. Number of modernized (m2 enlarged, disabled ramps added, etc.) mukhtars' buildings  | Directorate of Mukhtar Affairs               |  |                                |  | Mukhtars, Relevant NGOs, Relevant Public Institutions, Bodrum District   | 3-monthly periods |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.4.  | Ensuring the safe participation of women and children in social life in the city        | 5.3.4.1   | Making blind spot, lighting control and improvements by taking the opinions of women residents of the neighborhood in order to ensure security in the neighborhood   | 2022                 |                    | 5.3.4.1.1. Number of surveys conducted<br><br>5.3.4.1.2. Number of women surveyed<br><br>5.3.4.1.3. Number of neighborhoods improved | Directorate of Survey Works                  | Directorate of Mukhtar Affairs, Directorate of Support Services, Directorate of Culture and Social Affairs, Directorate of Private Secretary, Directorate of Public Security |                                |  | Mukhtars, Relevant NGOs, Bodrum City Council   | 3-monthly periods |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.4.  | Ensuring the safe participation of women and children in social life in the city        | 5.3.4.2   | Taking measures to eliminate the threats posed by drug use in parks and to eliminate areas and blind spots that create insecurity in the structural and vegetative landscaping of parks  | 2022                 |                    | 5.3.4.2.1. Number of blind spots identified and removed in parks   | Directorate of Parks and Gardens             | Directorate of Support Services, Directorate of Public Security  |                                |  | Aydem, Bodrum District Police Department   | 3-monthly periods |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.4.  | Ensuring the safe participation of women and children in social life in the city        | 5.3.4.3   | Increasing the number of walking areas, pedestrian paths and sidewalks suitable for walking  | 2022                 |                    | 5.3.4.3.1. Increase in pedestrian roads and sidewalks suitable for walking   | Directorate of Survey and Project            | Directorate of Plan and Project, Directorate of Mukhtar Affairs  |                                |  | Relevant NGOs, Professional Chambers, relevant Public Institutions,  | 3-monthly periods |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.4.  | Ensuring the safe participation of women and children in social life in the city        | 5.3.4.4   | Elimination of blind spots in parks, streets, coastlines, bus stops and squares, no unlit streets, squares, coastlines, bus stops and parks in the evening   | 2022                 |                    | 5.3.4.4.1. Number of illuminated streets<br><br>5.3.4.4.2. Number of street lights   | Directorate of Support Services              |  |                                |  | Aydem, Muğla Metropolitan Municipality   | 3-monthly periods |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.4.  | Ensuring the safe participation of women and children in social life in the city        | 5.3.4.5   | Increasing the number and visibility of female personnel working in the field in various parts of the city at all hours of the day   | 2022                 |                    | 5.3.4.5.1. Number of female staff in the field   | Directorate of Human Resources and Education | All Directorates   |                                |  |  | 3-monthly periods |



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| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.5.  | Increasing the diversity and usability of children's playgrounds and parks  | 5.3.5.1   | Organizing parks suitable for collective and team games for both girls and boys  | 2022                 |                    | 5.3.5.1.1. Number of different playgrounds organized   | Directorate of Parks and Gardens          | Directorate of Support Services  |                                |  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.5.  | Increasing the diversity and usability of children's playgrounds and parks  | 5.3.5.2   | Making playgrounds suitable for children with disabilities   | 2022                 |                    | 53521. Number of information, warning and directional signs (audio-embossed) added to parks<br>53522. Number of tactile surfaces on walkways and sidewalks<br>53523. Number of visual, auditory stimuli for ramp and stair entrances | Directorate of Parks and Gardens          | Directorate of Technical Services, Directorate of Support Services   |                                | Relevant NGOs, Health Foundation   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.5.  | Increasing the diversity and usability of children's playgrounds and parks  | 5.3.5.3   | Consulting with neighborhood women and children, women's organizations and experts when preparing park designs and plans so that parks can be actively used by women | 2022                 |                    | 5.3.5.3.1. Number of meetings held with relevant NGOs<br>5.3.5.3.2. Number of meetings held in neighborhoods with the participation of women and children<br>5.3.5.3.3. Proportion of women among meeting participants               | Directorate of Parks and Gardens          | Directorate of Press and Public Relations, Directorate of Culture and Social Affairs, Directorate of Mukhtarship Affairs, Directorate of Municipal Police, Directorate of Support Services | Bodrum Belediyesi Gıda Aş      | Women's Organizations  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.5.  | Increasing the diversity and usability of children's playgrounds and parks  | 5.3.5.4   | Designing a children's playground side by side with places for parents to socialize  | 2022                 |                    | 5.3.5.4.1. Number of spaces designed together  | Study and Project Directorate             | Directorate of Zoning and Urbanization, Directorate of Press and Public Relations, Directorate of Culture and Social Affairs   |                                | Relevant NGOs, Trade Associations, relevant Public Institutions, Bodrum City Council | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.5.  | Increasing the diversity and usability of children's playgrounds and parks  | 5.3.5.5   | Having toilets and child care cabins etc. in parks   | 2022                 |                    | 5.3.5.5.1. Number of toilets and child care cabins in parks  | Directorate of Support Services           |  |                                | Relevant NGOs, Trade Associations, relevant Public Institutions, Bodrum City Council | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.6.  | Implementing a planning and service policy in transportation that is inclusive, recognizes different needs, encourages participation in public life and liberates | 5.3.6.1   | Providing free transportation to gynecological, pediatric and other hospitals and health centers on certain days   | 2022                 |                    | 5.3.6.1.1. Number of transportation trips provided free of charge  | Directorate of Culture and Social Affairs | Directorate of Support Services  |                                | Muğla Metropolitan Municipality, Bodrum Chamber of Drivers and Automobile Tradesmen  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.6.  | Implementing a planning and service policy in transportation that is inclusive, recognizes different needs, encourages participation in public life and liberates | 5.3.6.2   | Providing free transportation support to cancer patients and their relatives who have to use public transportation frequently during the treatment process           | 2022                 |                    | 5.3.6.2.1. Number of people provided transportation support  | Directorate of Support Services           | Directorate of Culture and Social Affairs  |                                |  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.6.  | Implementing a planning and service policy in transportation that is inclusive, recognizes different needs, encourages participation in public life and liberates | 5.3.6.3   | Supporting the transportation of refugee women with multiple children, whose mobility within the city is extremely limited   | 2022                 |                    | 5.3.6.3.1. Number of people provided transportation support  | Directorate of Support Services           |  |                                |  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.3.   | Designing the city to be accessible and safe for all | 5.3.6.  | Implementing a planning and service policy in transportation that is inclusive, recognizes different needs, encourages participation in public life and liberates | 5.3.6.4   | Joint planning with Muğla Metropolitan Municipality to make public transportation accessible and safe for everyone in time and route planning                        | 2022                 |                    | 5.3.6.4.1. Number of meetings with Muğla Metropolitan Municipality on making public transportation accessible and safe for everyone in time and route planning<br>5.3.6.4.2. Number of improved, modified and secured applications   | Directorate of Support Services           |  |                                | Muğla Metropolitan Municipality, Bodrum Chamber of Drivers and Automobile Tradesmen  | 3-monthly periods                |

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|----------|----------------|--------|--|---------|---|-----------|--|----------------------|--------------------|--|---|---|--------------------------------|--|----------------------------------|
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.1.  | Designing social and cultural services and activities with a needs-oriented and empowering perspective                        | 5.4.1.1   | Expanding libraries through innovative and participatory processes; establishing neighborhood libraries as meeting places where people of all ages and conditions can go, feel safe, and read books comfortably  | 2022                 |                    | 5.4.1.1.1. Number of libraries opened  | Directorate of Culture and Social Affairs   | Real Estate and Exploitation Directorate, Study and Project Directorate, Support Services Directorate, Press and Public Relations Directorate, Zoning and Urbanization Directorate, Plan and Project Directorate, Directorate of Technical Services |                                |  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.1.  | Designing social and cultural services and activities with a needs-oriented and empowering perspective                        | 5.4.1.2   | Establishing a mobile library  | 2022                 | 2026               | 5.4.1.2.1. Number of mobile libraries  | Directorate of Culture and Social Affairs   | Directorate of Mukhtarship Affairs  |                                | Relevant NGOs, Bodrum City Council, Mukhtarships                                     | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.1.  | Designing social and cultural services and activities with a needs-oriented and empowering perspective                        | 5.4.1.3   | Organizing cultural activities on a neighborhood scale and making them accessible  | 2022                 |                    | 5.4.1.3.1. Number of activities held in the neighborhood<br>5.4.1.3.2. Proportion of women among participants in activities<br>5.4.1.3.3. Number of cinema screenings in neighborhoods<br>5.4.1.3.4. Proportion of women attending cinema screenings | Directorate of Culture and Social Affairs   | Directorate of Mukhtarship Affairs, Directorate of Support Services, Directorate of Municipal Police  |                                | Relevant NGOs, Mukhtarships  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.2.  | Creating indoor and outdoor public centers where women can socialize in their neighborhoods                                   | 5.4.2.1   | Opening multifunctional neighborhood centers/neighborhood houses that can also serve as meeting places for women, where young people can also spend time, with a children's playroom, laundry and ironing room, library and study hall, classrooms for courses and seminars, common production areas, common kitchen, cafe, play groups such as ping pong, basketball hoop, volleyball net, etc. | 2022                 |                    | 5.4.2.1.1. Number of multifunctional neighborhood centers/neighborhood houses opened   | Directorate of Culture and Social Affairs   | Real Estate and Exploitation Directorate, Study and Project Directorate, Support Services Directorate, Press and Public Relations Directorate, Zoning and Urbanization Directorate, Plan and Project Directorate, Directorate of Technical Services |                                | Relevant NGOs, Mukhtarships  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.2.  | Creating indoor and outdoor public centers where women can socialize in their neighborhoods                                   | 5.4.2.2.  | Spatial arrangements (seating groups, benches, child care cabins and toilets, etc.) where women can spend time in open spaces and parks without having to spend money  | 2022                 |                    | 5.4.2.2.1. Covered bench<br>5.4.2.2.2. Child care cabin<br>5.4.2.2.3. Number of toilets  | Directorate of Support Services             |   |                                | Relevant NGOs, Trade Associations, relevant Public Institutions, Bodrum City Council | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.2.  | Creating indoor and outdoor public centers where women can socialize in their neighborhoods                                   | 5.4.2.3.  | Opening of Women's Cafes in various neighborhoods where women can move freely; where interviews, book signing days, information (law, psychology), art, hobby, open exhibition (photography, painting, handicrafts) activities are organized; where food (tea, coffee, food) is available  | 2022                 |                    | 5.4.2.3.1. Number of Women's Cafes opened  | Directorate of Enterprises and Partnerships |   | Bodrum Belediye-is Gıda A.Ş.   |  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.3.  | Developing a holistic approach that recognizes diversity in elderly studies and developing appropriate policies and practices | 5.4.3.1   | Creating indoor and outdoor spaces that are easy to access for elderly women, planning green areas using sports equipment designed for people over 65 years of age and appropriate seating and recreational equipment  | 2022                 |                    | 5.4.3.1.1.65 Number of green areas designed with sports equipment for people over 65 years of age<br>5.4.3.1.2. Number of benches with short legs for the elderly to sit comfortably   | Directorate of Parks and Gardens            | Directorate of Support Services   |                                |  | 3-monthly periods                |

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|----------|----------------|--------|--|---------|--|-----------|---|----------------------|--------------------|--|--|---|--------------------------------|---|----------------------------------|
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.4.  | Identifying the interests and orientations of children and young people and diversifying and expanding activities to support them with various opportunities | 5.4.4.1   | Organizing nature trips for children  | 2022                 |                    | 5.4.4.1.1. Number of children benefiting from organized nature trips   | Directorate of Culture and Social Affairs    | Directorate of Support Services, Directorate of Press and Public Relations  |                                | Bodrum District Directorate of National Education, Relevant NGOs,   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.4.  | Identifying the interests and orientations of children and young people and diversifying and expanding activities to support them with various opportunities | 5.4.4.2   | Opening summer culture, art and sports schools for children   | 2022                 |                    | 5.4.4.2.1. Number of culture, art and sports schools opened<br>5.4.4.2.2. Proportion of female children benefiting from the schools opened | Directorate of Culture and Social Affairs    | Real Estate and Exploitation Directorate, Study and Project Directorate, Support Services Directorate, Press and Public Relations Directorate, Zoning and Urbanization Directorate, Plan and Project Directorate, Directorate of Technical Services |                                | Bodrum District Directorate of National Education, Relevant NGOs, Mukhtarships  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.4.  | Identifying the interests and orientations of children and young people and diversifying and expanding activities to support them with various opportunities | 5.4.4.3.  | In the fight against child poverty, opening neighborhood study centers for children who cannot work at home (Utilization of unusable village schools)                                       | 2022                 |                    | 54431. Number of study centers opened<br>54432. Proportion of girls and boys supported   | Directorate of Culture and Social Affairs    |   |                                | District Directorate of National Education, Relevant NGOs, Mukhtarships   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.4.  | Identifying the interests and orientations of children and young people and diversifying and expanding activities to support them with various opportunities | 5.4.4.4   | School materials and food/nutrition support for children benefiting from Study Centers  | 2022                 |                    | 54441. Number of children given meals in study centers<br>54442. Number of children supported with school materials at study centers       | Directorate of Culture and Social Affairs    |   |                                |   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.4.  | Identifying the interests and orientations of children and young people and diversifying and expanding activities to support them with various opportunities | 5.4.4.5   | Providing training to the staff working with children in neighborhood centers to protect children from abuse  | 2022                 |                    | 54451. Number of trainings provided<br>54452. Number of personnel trained  | Directorate of Human Resources and Education | Directorate of Enterprises and Partnerships, Directorate of Press and Public Relations, Directorate of Culture and Social Affairs   |                                | Bodrum District Directorate of National Education, Relevant NGOs, Universities , Muğla Provincial Directorate of Family and Social Services | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.4.  | Identifying the interests and orientations of children and young people and diversifying and expanding activities to support them with various opportunities | 5.4.4.6   | Planning summer schools / training programs that children can benefit from free of charge in partnership with amateur sports clubs  | 2022                 |                    | 5.4.4.6.1. Number of children benefiting free of charge  | Directorate of Culture and Social Affairs    | Directorate of Press and Public Relations, Directorate of Mukhtarship Affairs, Directorate of Financial Services  |                                |   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.5.  | Developing culture and arts policies based on gender equality  | 5.4.5.1   | Organizing trips to Bodrum for women, organizing visits to memory sites for women   | 2022                 |                    | 54511. Number of trips organized<br>54512. Number of women participating in trips  | Directorate of Culture and Social Affairs    | Directorate of Support Services, Directorate of Mukhtarship Affairs, Directorate of Press and Public Relations  |                                | Relevant NGOs   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.5.  | Developing culture and arts policies based on gender equality  | 5.4.5.2   | Organizing activities such as training modules, exhibitions, etc. that reveal the history of women in Bodrum and enrich the history of Bodrum with women's experiences making women visible | 2022                 |                    | 54521. Number of exhibitions, etc. organized<br>54522. Number of women participating in organized activities                               | Directorate of Culture and Social Affairs    | Directorate of Press and Public Relations   |                                | Relevant NGOs, Universities   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.5.  | Developing culture and arts policies based on gender equality  | 5.4.5.3   | Ensuring access to cultural and artistic activities for women from all walks of life and locations  | 2022                 |                    | 5.4.5.3.1. Number of women provided free transfer to cultural and artistic activities  | Directorate of Culture and Social Affairs    | Directorate of Press and Public Relations, Directorate of Support Services  |                                | Relevant NGOs   | 3-monthly periods                |

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|----------|----------------|--------|--|---------|---|-----------|---|----------------------|--------------------|---|---|---|--------------------------------|--|----------------------------------|
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.5.  | Developing culture and arts policies based on gender equality   | 5.4.5.4   | Organizing regular neighborhood - outdoor activities for women during the daytime   | 2022                 |                    | 54541. Outdoor activities organized<br>54542. Number of women participating in activities   | Directorate of Culture and Social Affairs | Directorate of Press and Public Relations, Directorate of Support Services  |                                | Relevant NGOs  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.5.  | Developing culture and arts policies based on gender equality   | 5.4.5.5   | Organizing awareness workshops that establish the relationship between women and cultural heritage  | 2022                 |                    | 5.4.5.5.1. Proportion of women among participants in awareness workshops  | Directorate of Culture and Social Affairs | Directorate of Press and Public Relations   |                                | Bodrum District Directorate of National Education, Relevant NGOs, Universities   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.4.   | Designing social and cultural services and activities with a needs-oriented and empowering perspective | 5.4.6.  | Diversifying and making accessible sports opportunities for women of all ages and social backgrounds  | 5.4.6.1.  | Providing sports centers and facilities that women can access at the neighborhood level   | 2022                 |                    | 54611. Number of sports centers opened<br>54612. Proportion of women participating in neighborhood sports activities  | Directorate of Culture and Social Affairs | Real Estate and Exploitation Directorate, Study and Project Directorate, Support Services Directorate, Press and Public Relations Directorate, Zoning and Urbanization Directorate, Plan and Project Directorate, Directorate of Technical Services |                                | Relevant NGOs, Mukhtarships  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.5.   | Ensuring that urban services are known and owned by everyone   | 5.5.1.  | Ensuring that the operational language used by the municipality is non-discriminatory and recognizes diversity  | 5.5.1.1   | Ensuring that the Municipality's application/consultation lines are accessible in a way that takes into account various characteristics; responding to multilingual calls, including possibilities such as a "WhatsApp" line for the hearing impaired | 2022                 |                    | 55111. Number of requests /complaints/suggestions received on the municipality WhatsApp line<br>55112. Rate of feedback given to requests/complaints/suggestions received on the municipality WhatsApp line | Directorate of Press and Public Relations | All Directorates  |                                |  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.5.   | Ensuring that urban services are known and owned by everyone   | 5.5.2.  | Strengthening international representation and cooperation in gender equality work  | 5.5.2.1.  | Developing international cooperation in equitable city approach; increasing the involvement of the municipality in international processes  | 2022                 |                    | 55211. Establishment of the International Affairs Office<br>55212. Number of protocols signed by R&D and Project Unit   | Office of the Private Secretary           | Directorate of Press and Public Relations   |                                |  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.5.   | Ensuring that urban services are known and owned by everyone   | 5.5.2.  | Strengthening international representation and cooperation in gender equality work  | 5.5.2.2.  | Organizing meetings that will enable the managers and executives of world cities working in the field of gender equality to share experiences and join forces   | 2022                 |                    | 55221. Number of experience sharing meetings<br>55222. Number of people attending the meeting   | Directorate of Press and Public Relations | Directorate of Support Services, Directorate of Enterprises and Partnerships, Directorate of Culture and Social Affairs, Office of the Private Secretary, Municipal Police Directorate  |                                | Relevant NGOs, Trade Associations  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.6.   | Planning together a sustainable, livable city that is resistant to disasters and crises                | 5.6.1.  | Realizing and disseminating alternative ways of relating to space in order to realize the dream of a city that includes people's right to access greenery and touch the earth | 5.6.1.1   | Ensuring food council organizations on access to healthy and safe food and the right to food  | 2022                 |                    | 5.6.1.1.1. Number of meetings held for the organization of food city council  | Directorate of Agricultural Services      |   |                                | Bodrum District Directorate of Agriculture and Forestry, Trade Associations and Related NGOs, Farmers                    | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.6.   | Planning together a sustainable, livable city that is resistant to disasters and crises                | 5.6.1.  | Realizing and disseminating alternative ways of relating to space in order to realize the dream of a city that includes people's right to access greenery and touch the earth | 5.6.1.2   | Ensuring community-supported agricultural practices to establish an organic urban-rural relationship  | 2022                 |                    | 5.6.1.2.1. Proportion of women among grant beneficiaries  | Directorate of Agricultural Services      | Directorate of Press and Public Relations, Directorate of Municipal Police, Directorate of Mukhtarship Affairs  |                                | Bodrum Agricultural Development Cooperative, Bodrum District Directorate of Agriculture and Forestry, Trade Associations | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.6.   | Planning together a sustainable, livable city that is resistant to disasters and crises                | 5.6.1.  | Realizing and disseminating alternative ways of relating to space in order to realize the dream of a city that includes people's right to access greenery and touch the earth | 5.6.1.3   | Implementation of practices such as urban orchards, balcony gardens, urban gardens  | 2023                 | 2026               | 56131. Number of urban orchards realized<br>56132. Number of balcony gardens realized<br>56133. Number of urban gardens realized  | Directorate of Agricultural Services      | Directorate of Press and Public Relations, Directorate of Municipal Police, Directorate of Mukhtarship Affairs, Directorate of Parks and Gardens  |                                | Bodrum Agricultural Development Cooperative, Bodrum District Directorate of Agriculture and Forestry, Trade Associations | 3-monthly periods                |



| THEME NO | THEME          | AIM NO | AIM   | GOAL NO | GOAL  | ACTION NO | ACTION   | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS  | RESPONSIBLE DEPARTMENT   | DEPARTMENTS TO COOPERATE WITH   | SUBSIDIARIES TO COOPERATE WITH | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH  | MONITORING / REPORTING FREQUENCY |
|----------|----------------|--------|---|---------|---|-----------|--|----------------------|--------------------|---|--|---|--------------------------------|---|----------------------------------|
| 5        | URBAN SERVICES | 5.6.   | Joint planning of a sustainable, livable city that is resilient to disasters and crises | 5.6.1.  | Realizing and disseminating alternative ways of relating to space in order to realize the dream of a city that includes people's right to access greenery and touch the earth | 5.6.1.4   | Establishing food forests within existing forest areas and creating forest gardens in the city as a communal area  | 2023                 | 2026               | 5.6.1.4.1. Number of food forests created   | Directorate of Agricultural Services   | Directorate of Press and Public Relations, Municipal Police Directorate, Directorate of Mukhtarship Affairs   |                                | Bodrum Agricultural Development Cooperative, Bodrum District Directorate of Agriculture and Forestry, Trade Association | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises               | 5.7.1.  | Carrying out disaster/crisis preparedness activities with a gender equality perspective and participatory methods in order to combat the crisis more effectively              | 5.7.1.1   | Realization of the actions to be taken in preparation for disaster and crisis period in coordination with the Metropolitan Municipality, local public administration and Mukhtarships  | 2022                 |                    | 5.7.1.1.1. Number of meetings held with mukhtarships<br>5.7.1.1.2. Number of meetings with public administration  | Directorate of Agricultural Services (Disaster Areas Support Center)                                     | Directorate of Mukhtarship Affairs, Directorate of Press and Public Relations, Directorate of Information Technologies, Directorate of Culture and Social Affairs                                   |                                | Bodrum District Governorship, Muğla Metropolitan Municipality, Relevant NGOs, Mukhtarships                              | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises               | 5.7.1.  | Carrying out disaster/crisis preparedness activities with a gender equality perspective and participatory methods in order to combat the crisis more effectively              | 5.7.1.2   | Taking measures in times of disaster or crisis, taking into account the potential to generate discrimination and deepen inequality   | 2022                 |                    | 5.7.1.2.1. Number of risk assessment reports conducted to identify groups that may be more affected by disasters  | Directorate of Agricultural Services (Disaster Areas Support Center)                                     | Directorate of Mukhtarship Affairs, Directorate of Press and Public Relations, Directorate of Information Technologies, Directorate of Culture and Social Affairs                                   |                                | Bodrum District Governorship, Muğla Metropolitan Municipality, Relevant NGOs, Mukhtarships                              | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises               | 5.7.1.  | Carrying out disaster/crisis preparedness activities with a gender equality perspective and participatory methods in order to combat the crisis more effectively              | 5.7.1.3   | Identifying the current situation regarding the problems and needs during the crisis/disaster process and informing the citizens systematically  | 2022                 |                    | 5.7.1.3.1. Number of information provided during crisis/disaster  | Directorate of Press and Public Relations  | Directorate of Culture and Social Affairs, Directorate of Agricultural Services, Directorate of Mukhtarship Affairs   |                                | Bodrum District Governorship, Muğla Metropolitan Municipality, Relevant NGOs, Mukhtarships                              | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises               | 5.7.1.  | Carrying out disaster/crisis preparedness activities with a gender equality perspective and participatory methods in order to combat the crisis more effectively              | 5.7.1.4   | Planning and carrying out studies to enable disabled people to access municipal services in times of emergency, disaster and crisis  | 2022                 |                    | 5.7.1.4.1. Proportion of women with disabilities provided access to municipal services  | Directorate of Culture and Social Affairs  | Directorate of Agricultural Services (Disaster Areas Support Center), Directorate of Mukhtarship Affairs  |                                | Bodrum District Governorship, Muğla Metropolitan Municipality, Relevant NGOs, Mukhtarships                              | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises               | 5.7.1.  | Carrying out disaster/crisis preparedness activities with a gender equality perspective and participatory methods in order to combat the crisis more effectively              | 5.7.1.5   | Prioritizing risk areas and groups in post-disaster response activities; risk mapping and data compilation for lonely women, disabled people, etc.   | 2022                 | 2026               | 5.7.1.5.1. Completion rate of risk mapping for disaster preparedness with a focus on gender equality  | Directorate of Agricultural Services (Disaster Areas Support Center)                                     | Directorate of Mukhtarship Affairs, Directorate of Press and Public Relations, Directorate of Information Technologies, Directorate of Culture and Social Affairs                                   |                                | Bodrum District Governorship, Muğla Metropolitan Municipality, Relevant NGOs, Mukhtarships                              | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises               | 5.7.2.  | Organizing disaster preparedness at the neighborhood level, taking into account the gender dimension  | 5.7.2.1   | Supporting neighborhood organizations where citizens will be active in earthquake/disaster preparedness, supporting women to take initiative, facilitating their organization within the framework of principles and a program | 2022                 |                    | 5.7.2.1.1. Proportion of women in volunteer teams formed in neighborhoods   | Directorate of Agricultural Services (Disaster Areas Support Center), Directorate of Mukhtarship Affairs | Directorate of Press and Public Relations, Directorate of Information Technologies, Directorate of Culture and Social Affairs   |                                | Bodrum District Governorship, Muğla Metropolitan Municipality, Relevant NGOs, Mukhtarships                              | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises               | 5.7.2.  | Organizing disaster preparedness at the neighborhood level, taking into account the gender dimension  | 5.7.2.2   | Identifying and training people who can play a key role in the neighborhoods in disaster preparedness, ensuring that women also take part in the teams to be formed  | 2022                 |                    | 5.7.2.2.1. Number of neighborhood organizations<br>5.7.2.2.2. Number of female volunteers among neighborhood disaster volunteers<br>5.7.2.2.3. Number of neighborhood disaster volunteers | Directorate of Mukhtarship Affairs   | Directorate of Agricultural Services (Disaster Areas Support Center), Directorate of Press and Public Relations, Directorate of Information Technologies, Directorate of Culture and Social Affairs |                                | Bodrum District Governorship, Muğla Metropolitan Municipality, Relevant NGOs, Mukhtarships                              | 3-monthly periods                |

| THEME NO | THEME          | AIM NO | AIM   | GOAL NO | GOAL   | ACTION NO | ACTION  | ESTIMATED START DATE | ESTIMATED END DATE | INDICATORS   | RESPONSIBLE DEPARTMENT   | DEPARTMENTS TO COOPERATE WITH   | SUBSIDIARIES TO COOPERATE WITH | INSTITUTIONS AND CIVIL SOCIETY ORGANIZATIONS TO COOPERATE WITH   | MONITORING / REPORTING FREQUENCY |
|----------|----------------|--------|---|---------|--|-----------|---|----------------------|--------------------|--|--|---|--------------------------------|--|----------------------------------|
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises | 5.7.2.  | Organizing disaster preparedness at the neighborhood level, taking into account the gender aspect                              | 5.7.2.3   | Developing solidarity-oriented mechanisms at the neighborhood level to determine in advance what needs to be done in disaster preparedness and after the disaster   | 2022                 |                    | 5.7.2.3.1. Number of disaster emergency response cabins created  | Directorate of Agricultural Services (Disaster Areas Support Center) | Directorate of Press and Public Relations, Directorate of Information Technologies, Directorate of Culture and Social Affairs, Directorate of Mukhtarship         |                                | Bodrum District Governorship, Mugla Metropolitan Municipality, Relevant NGOs, Mukhtarships                                       | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises | 5.7.3.  | Identifying support mechanisms and methods to fight the impact of crisis/pandemic conditions that deepen inequality            | 5.7.3.1   | Data collection and needs analysis to determine the effects of the crisis/pandemic on different groups  | 2022                 |                    | 5.7.3.1.1. Number of analyzes performed  | Directorate of Agricultural Services (Disaster Areas Support Center) | Directorate of Press and Public Relations, Directorate of Information Technologies, Directorate of Culture and Social Affairs, Directorate of Mukhtarship Affairs |                                | Bodrum District Governorship, Mugla Metropolitan Municipality, Relevant NGOs, Mukhtarships                                       | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises | 5.7.3.  | Identifying support mechanisms and methods to fight the impact of crisis/pandemic conditions that deepen inequality            | 5.7.3.2   | Analyzing and modeling the impacts of Climate Change on all social groups, especially women, and conducting Risk and Vulnerability Assessment   | 2023                 |                    | 5.7.3.2.1. Number of Risk and Vulnerability Assessment Reports<br>5.7.3.2.2. Rate of preparation of climate change action plan   | Directorate of Climate Change and Zero Waste                         |   |                                | Bodrum District Governorship, Related NGOs, Aydem, Muğla Metropolitan Municipality, Professional Chambers, Women's Organizations | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises | 5.7.3.  | Identifying support mechanisms and methods to fight the impact of crisis/pandemic conditions that deepen inequality            | 5.7.3.3   | Identifying and prioritizing those in urgent need in the distribution of social assistance in a crisis/pandemic   | 2022                 |                    | 5.7.3.3.1. Number of aids provided<br>5.7.3.3.2. Proportion of women benefiting from aids  | Directorate of Culture and Social Affairs                            | Directorate of Press and Public Relations, Directorate of Information Technologies, Directorate of Culture and Social Affairs, Directorate of Mukhtarship Affairs |                                | Bodrum District Governorship, Mugla Metropolitan Municipality, Relevant NGOs, Mukhtarships                                       | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises | 5.7.3.  | Identifying support mechanisms and methods to fight the impact of crisis/pandemic conditions that deepen inequality            | 5.7.3.4   | Providing trainings on gender equality, sexual orientation, gender identity and anti-discrimination to the employees of the Municipality in the field of social support   | 2022                 |                    | 5.7.3.4.1. Number of educations provided<br>5.7.3.4.2. Number of people participating in the education   | Directorate of Human Resources and Education                         | Directorate of Press and Public Relations   |                                | Bodrum District Directorate of National Education, Relevant NGOs, Universities   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises | 5.7.3.  | Identifying support mechanisms and methods to fight the impact of crisis/pandemic conditions that deepen inequality            | 5.7.3.5   | Providing cash and food support to women and households working in the sectors most affected by the crisis/pandemic (textile, cafes, restaurants, bars, house/stair cleaners, paper collectors...) and those who have lost their jobs | 2022                 |                    | 5.7.3.5.1. Number of households benefiting from food aid<br>5.7.3.5.2. Proportion of women benefiting from aid<br>5.7.3.5.3. Proportion of lone parent women benefiting from food assistance | Directorate of Culture and Social Affairs                            | Directorate of Mukhtarship Affairs  |                                | Mukhtarships   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises | 5.7.4.  | Developing policies and practices to address the increasing unequal workload and care labor at home during the crisis/pandemic | 5.7.4.1   | Delivering necessities to homes   | 2022                 |                    | 5.7.4.1.1. Vehicle support provided<br>5.7.4.1.2. Number of person benefiting from vehicle support<br>5.7.4.1.3. Number of households whose needs are met                                    | Directorate of Support Services                                      | Directorate of Press and Public Relations, Directorate of Culture and Social Affairs, Directorate of Cleaning Affairs   |                                | Bodrum District Governorship   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises | 5.7.4.  | Developing policies and practices to address the increasing unequal workload and care labor at home during the crisis/pandemic | 5.7.4.2   | Providing house cleaning support for those in need (65+)  | 2022                 |                    | 5.7.4.2.1. Number of households supported for house cleaning   | Directorate of Culture and Social Affairs                            |   |                                | Relevant NGOs, Women's Organizations, Mukhtarships   | 3-monthly periods                |

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|----------|----------------|--------|---|---------|--|-----------|--|----------------------|--------------------|--|---|---|--------------------------------|--|----------------------------------|
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises | 5.7.4.  | Developing policies and practices to address the increasing unequal workload and care labor at home during the crisis/pandemic | 5.7.4.3   | Free distribution of care materials (such as baby diapers, patient diapers, sanitary napkins) to poor neighborhoods  | 2022                 |                    | 5.7.4.3.1. Number of baby diapers, patient diapers and sanitary pads distributed<br>5.7.4.3.2. Number of households benefiting from diapers distributed<br>5.7.4.3.3. Number of households benefiting from patient diapers distributed<br>5.7.4.3.4. Number of women benefiting from sanitary pads distributed | Directorate of Culture and Social Affairs |   |                                |  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises | 5.7.5.  | Carrying out activities to prevent increasing discrimination and violence against women in crisis/pandemic                     | 5.7.5.1   | Prioritizing victims of violence in social assistance applications   | 2022                 |                    | 5.7.5.1.1. Number of women subjected to violence prioritized for social assistance   | Directorate of Culture and Social Affairs | Directorate of Press and Public Relations   |                                | Bodrum District Governorship, Muğla Metropolitan Municipality, Relevant NGOs, Mukhtarships   | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises | 5.7.5.  | Carrying out activities to prevent increasing discrimination and violence against women in crisis/pandemic                     | 5.7.5.2   | Use of public service announcements and visuals to inform women about their rights during crisis/disaster  | 2022                 |                    | 5.7.5.2.1. Number of public service announcements and visuals used on this issue   | Directorate of Press and Public Relations |   |                                | Relevant NGOs, Local and national press organizations  | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises | 5.7.5.  | Carrying out activities to prevent increasing discrimination and violence against women in crisis/pandemic                     | 5.7.5.3   | Identifying the most up-to-date support needs of women within the scope of combating violence that emerges in times of disaster/crisis, maintaining dialogue with women's organizations and non-governmental organizations working in this field | 2022                 |                    | 5.7.5.3.1. Number of meetings held with relevant NGOs<br>5.7.5.3.2. Emergency action plan made<br>5.7.5.3.3. Rate of preparation of emergency action plan<br>5.7.5.3.4. Number of women's organizations cooperating under the emergency action plan  | Directorate of Press and Public Relations |   |                                | Bodrum District Governorship, Muğla Provincial Directorate of Family and Social Services, Muğla Metropolitan Municipality, Muğla Bar Association, Bodrum Courthouse Directorate of Judicial Support and Victim Services, Relevant NGOs | 3-monthly periods                |
| 5        | URBAN SERVICES | 5.7.   | Preparation of prevention and response plans against disasters and crises | 5.7.5.  | Carrying out activities to prevent increasing discrimination and violence against women in crisis/pandemic                     | 5.7.5.4   | Adding emergency response cabinets for use in disaster/crisis situations in neighborhood mukhtars' offices   | 2022                 |                    | 5.7.5.4.1. Number of Emergency Response Cabinets Established   | Directorate of Mukhtarship Affairs        | Directorate of Agricultural Services (Disaster Areas Support Center), Directorate of Press and Public Relations, Directorate of Information Technologies, Directorate of Culture and Social Affairs |                                |  |                                  |

# Bodrum Municipality "Local Equality Action Plan" Introduction Program;

## *‘‘Bodrum Manages Its Egalitarian City’’*

6July2022

### *Presentation; Utku Kaymaz*

Transforming a city into a place where no one is subjected to discrimination is possible by ensuring that everyone benefits equally from city services, and more importantly, by planning services with the participation of everyone. As you know, Bodrum Municipality, acting with this approach, has finalized the work on the Local Equality Action Plan, which has been ongoing for 1 year, and we will share the Local Equality Action Plan with you today.

### *Mayor of Bodrum Municipality Ahmet Aras*

The local equality action plan has been prepared with great effort and I am proud to share this plan with you. Since the first day, we signed a manifesto in our meetings with our friends before the elections and we have always stood behind the manifesto and step by step we have reached today. Inequalities are experienced in Bodrum as in the whole world in Türkiye; we know this, we have adopted a local government approach where no one is left out and we have mobilized all our friends and all our staff, from the senior management to the last personnel. First of all, we signed the "European Charter for Equality of Women and Men in Local Life" on March 8, 2020, and this is how we started the preparations for the local equality action plan; while preparing it, we aimed to build a livable Bodrum together for everyone without leaving a single person behind or excluded, with the awareness that solutions are as diverse as problems. We adopted participation at all stages, we said that women have the real say for an egalitarian city, and we prepared this plan with the contribution and labor of the Bodrum

Women's Solidarity Association, the Women's Assembly of the Bodrum City Council, our women's branches, and of course with our colleagues. We are determined to work with women from now on to create a safe, egalitarian city. Our priority will be to continue our municipal services with the perspective offered by the plan in order to fulfill the requirements of this plan, which focuses on gender equality, ensures participation, recognizes diversity and brings social arrangements.

We have also organized our budget to support all the work to be done to create a city where women can live freely. We have also signed the Urban Manifesto that we prepared with the Bodrum Women's Solidarity Association, and we are trying to fulfill its requirements. We will work to ensure the equality of women and men in the municipality, to create areas based on equality, to implement the requirements of the Istanbul Convention, to prevent all kinds of discrimination, male violence and to empower women.

Our Equality Office has set out to ensure that women, children, youth, disabled, elderly, LGBTI+ persons and refugees who are subjected to discrimination benefit fully, and we have made and are making plans for the coming years; we continue our work in line with these plans. We also established a specialized commission on gender equality in the Bodrum Municipality Assembly and became the 29th municipality to sign the European Charter for Equality of Women and Men in Local Life. We have also established legal and psychological support counseling lines for people who have been subjected to violence or abuse within the Bodrum Municipality's area of responsibility and signed an emergency hotline protocol, again in cooperation with the Bodrum Women's Solidarity Association, our project "Women from Bodrum to Türkiye Creating an Egalitarian and Violence-Free City" was selected among 254 projects across Türkiye and was awarded a grant from the Sabancı Foundation. We opened our Women's Counseling Center and our women's guest house started its activities in February.

Dear participants, our aim is not only to find solutions to Bodrum's problems, but also to present a model of governance from Bodrum to the whole of Türkiye that adopts the principle of gender equality, implements the Istanbul Convention locally, walks together with women's organizations fighting against violence and increases opportunities for cooperation. We will implement the "European Charter for Equality of Women and Men in Local Life" and the local equality action plan that constitutes the charter on the basis of equality between women and men; we will plan solutions together with you, the women who have the real say in this city. As Mayor of Bodrum, I will continue to stand on the side of women's struggle and equality policies. We will continue for an egalitarian, peaceful and democratic Türkiye.

### *Deputy Mayor of Bodrum Municipality Ummahan Yurt*

Mr. Mayor, dear participants and members of the press, welcome. We have been working together with various non-governmental organizations since 2019 for the realization of the Local Equality Action Plan; in this context, as Mr. Mayor stated, we signed the "European Charter for Equality of Women and Men in Local Life" as the 29th municipality in Türkiye. As you all know, the Charter for Equality of Women and Men recognizes and accepts that women and men have the right to an equal life in all circumstances and in all areas, as well as being a democratic country, because equality between women and men is the most fundamental right. The balanced participation of women and men in decision-making processes is essential for the peace and welfare of people in democratic societies. As a Local Government, we accept the elimination of gender stereotypes as a prerequisite for our work. In all our activities, we continue our political, economic, social and cultural works in communication with the necessary organizations for the advancement of gender equality, and in this direction, here are the main headings of the Local Equality Action Plan prepared by our municipality in cooperation with non-governmental organizations:

1. *Participation;*
2. *Gender-based Violence and Discrimination against Women;*
3. *Poverty;*
4. *Economic Empowerment and Employment;*
5. *Urban Services;*



**Bodrum Municipality Consultant  
İlknur Üstün**

Those who fight for equality, human rights, women's rights know very well that behind every step taken for equality there is a very serious struggle. A struggle that has lasted for many years and for which a price has been paid. We also know that inequality is behind poverty, deprivation, violence and femicide. Again, we all know that eliminating inequality and ensuring equality is everyone's responsibility, but mainly the responsibility of states, governments and local administrations. The Local Equality Action Plan is a tool developed to fulfill this responsibility. In fact, the Local Equality Action Plan provides a road map for an equitable and livable city, it is a methodology. But what does it mean for the city to be equitable for everyone? Or for whom are we talking about a livable city? Gender equality points precisely to the concrete steps of this so-called equality for all. It refers to those who live in very different conditions, who have very different problems and needs, the poor, the wealthy, those with children, the lonely, the disabled, those with different ethnic identities, religious identities, languages, sexual identities, in other words, diversity. It tells us that this diversity cannot be limited to our horizons, that a political space limited to what our minds can comprehend and what our eyes can see will exclude others.

What enables us to think outside the box is not being the one who makes decisions about others or being decided upon, but being the one who makes decisions together. This is precisely why the preparation process of Bodrum Municipality's Local Equality Action was carried out with a

great sense of participation. A local equality action plan has to be participatory, not only in the preparation process but also in the implementation process.

A local equality action plan requires the allocation of resources, i.e. the municipality must have a gender-sensitive budget. The municipality should make its own home as egalitarian as the local area under its jurisdiction, and should aim to ensure equality throughout the municipality; increasing the proportion of women in the management staff, providing daycare services for its employees, creating and operationalizing the Violence Attitude Document, mobilizing the entire municipality... Bodrum Municipality has concretely included all these and more in its action plan. I believe that these strong and promising steps taken by the municipality together with women will continue with the same determination.

Preparing a local equality action plan is a sign of political determination. Bodrum Municipality showed this determination. It did not lean on the excuses of "We cannot do it, we cannot say it, society is not ready yet". When the mayor is determined, not everyone in the municipality may have the same determination at the same time. But we will continue to walk together with all municipal officials who show this political determination with the strength we get from the laws, international conventions and the determination we have been fighting for many years. Once again, I would like to thank Bodrum Municipality very much.

**Bodrum Municipality Consultant  
Bahar Yalçın;**

First of all, what we are doing here is a women's solidarity, I felt it throughout the whole work. Of course, we also received support from men, especially our mayor. But this work was really carried out with a serious solidarity. For us, how it was done was as important as what was done. In many parts of Türkiye, local equality action plans are prepared, presented, implemented or not. But in most of them, a municipality decides on these processes and they meet with various experts, hold meetings, etc. to implement them. But here the process has been stronger because there is a demand from below. There is a demand from a women's association. With the further organization of this demand, there is a process shaped by the fact that this demand goes beyond just a women's association and becomes the demand of the whole of Bodrum. For this reason, I think that the work carried out is an embodiment and a very important example of the discourse of "from the bottom to the ceiling", "from the local to the center" that we hear all the time.

There is a really good balance and a good unity here, and with this unity, this plan has been prepared, and thus a form of governance has actually been put forward. As a result, we have a plan that breaks the existing process, proposes alternatives and opens new doors. I am sure that with this plan, it will be much easier for all of us to create a road map in our minds for the new steps to be taken and the work done will be more visible.

It was a very concrete example for other places of how a study can be prepared, presented and implemented in a participatory manner. Because this is exactly what we now call participation in our understanding of municipalism. If you support a local organization starting from the neighborhood, you are offering a more democratic administration by saying that you will do this together with these people, rather than saying that I will do everything. We see an example of this here from now on. I think that much faster progress will be made in the following process.

**Member of the Balkans Group of the  
European Women's Lobby Dr. Selma  
Acuner**

Bodrum Municipality is one of the leading municipalities in implementing gender equality policies with political determination. The Gender Equality Local Equality Action Plan (LEAP) is a giant step that will set an example for the world.

I congratulate Mr. Ahmet Aras, the Mayor of Bodrum, the Bodrum Women's Solidarity Association and all those who contributed to the project.

As women's organizations, we always emphasize that equality policies should be formulated with the principle of participation at national and international level, and in this direction, it is extremely valuable that the Bodrum LEAP was prepared with a wide participation and in a way that includes the Istanbul Convention.

Bodrum Municipality's efforts to implement the Charter on Equality of Women and Men in Local Life, to which it became a party on March 8, 2011, UN conventions and resolutions, and the conclusions of the UN Commission on the Status of Women are exemplary efforts to establish participatory democracy.

The fact that Bodrum Municipality is taking part in international meetings, studies and networks beyond borders will certainly lead to very important expansions by setting a good example not only in Türkiye but also worldwide.

### ***Bodrum Women's Solidarity Association Figan Erozan***

6 July is a completely different date. If you are aware, 95% of the hall is women, this is the success of women, the struggle of women to come together and to solve something is the same as taking out food and feeding everyone in the poverty in our homes, now we will transform poverty in the city, we will eliminate violence in the city, now we will make our invisible streets visible in the city. We will also make ourselves visible. This is what we call the Local Equality Action Plan! We didn't come together by chance. Since 2010, the Bodrum Women's Solidarity Association started with 3-5 women coming together, we came together with women saying that we will change this fate, we didn't write this fate, another way, another life is possible. Then Ahmet Aras was elected. Ahmet Aras did not aspire to what the previous mayors wanted to do, he did not ignore them in 2019. Today, another politics is valid all over the world, you will pave the way for participation, democracy and equality, that is, you will make the politics of women or yesterday, then you would be equalized in the existing ones. You would be a part of the general politics of Turkey, you would make excuses, you would ask us for votes in the meantime, we want to underline this here. These women are the Bodrum Women's Solidarity Association, the Bodrum City Council Women's Assembly, we have established that women's assembly since 2017. Today we are coming together in these halls to take a second step, to change our lives. Because we had already decided to change our fates, now we are changing the city together with our lives, and we are doing this together with Ahmet Aras, thank you.

### ***Mumcular Neighborhood Women Assembly Spokesperson Nilüfer Şahin***

We held workshops and many meetings with the Bodrum Women's Solidarity Association in our neighborhood. Afterwards, when we came together as women in the neighborhood, we were looking at each other in astonishment; What do you mean, can we have a say in this city? Our answer came spontaneously, yes we can have a say! Then we started to imagine what kind of a city we want to live in. We don't want a uniform city drowned in concrete, we want each neighborhood to exist with its own uniqueness. As a neighborhood with a population of over thirty thousand, we want our children in Mumcular to have equal right to education. We want to create opportunities for children to receive education in their own neighborhood. It seems that we need to come together and talk more in the process from now on. We women know both the problems and the solutions. And today, I can say with great pleasure that we will walk with Ahmet Aras, the Mayor of Bodrum, who paved the way for participatory democracy with the Local Equality Action Plan.

### ***Akçaalan Neighborhood Women's Assembly Spokesperson Hasbiye Dağ***

As a woman living in Akçaalan neighborhood, I would like to talk about both my own process and the process in my neighborhood. When Bodrum Women's Solidarity Association came to our neighborhood a year ago, we thought that we would listen to the speeches and then return to our routine daily work. But it was not like that... We held workshops, we started to hold neighborhood meetings to continue after the workshops. If I am able to speak here today, it is thanks to the women's assembly that we started and established in my neighborhood. Akçaalan Neighborhood is a neighborhood that has been experiencing poverty and deprivation, especially in recent years... However, our neighborhood will no longer be a neighborhood doomed to poverty, because today I can say from this podium that with the local equality action plan, women will not bequeath poverty and deprivation to their children.

### ***Yaka-Turkmen Neighborhood Women's Assembly Spokesperson Ferda Aslan***

I would like to talk briefly about how we got to today. Ms. Fethiye from the Women's Assembly of the Bodrum City Council called us and told us that they wanted to come to visit the women in the neighborhood, we thought about this and expressed this when they came to the meeting. Many political parties have come to the neighborhood so far, made promises and left, but that was not the case this time. When they came to the neighborhood, we had to hold our meeting on the street because the men did not give us the key to the condolence house in the neighborhood. But when the women got together, despite all the negativity, we held our meeting in the street. At the meeting, a woman said “a woman who manages her home manages everything” and this simple and extremely effective statement brought us women in the neighborhood together. We women are half of the world and we want it to be seen. We want to be able to gather in a place that belongs to us without the permission of men, we want to be able to talk and walk around every corner of Bodrum beyond our neighborhood and today we know that this is our most natural right. I must also mention that our children were with us at the meeting we held on the street, and they were able to say that we have rights too. Soon the children will establish their own assembly and we will support them. I wanted to share the good news of the children's assembly here. Thank you.

### ***Bodrum Central Neighborhood Women's Assembly Spokesperson Elif Aytaç***

I would like to share my feelings about the local equality action plan. We did a lot of intensive work in Bodrum, we conducted surveys, and what I remember from that period is that those of us who appear to be urban, lucky, educated women who live equally with men in the center of Bodrum may not be experiencing the same problems as the women in Türkmen Neighborhood, Peksimet, Dereköy or Mumcular. But this invisibility is based on the fact that it is unacceptable that we have a problem, that is, because we are the educated, cultured, educated upper class, we actually have difficulty in accepting this even to ourselves. I think I was able to overcome this with the awareness raising activities of the Bodrum Women's Solidarity Association. It was only after the process that started with these awareness raising activities that I realized that I was oppressed and that I was actually subjected to inequality as a woman living in the center of Bodrum, even though we were shown to be equal. I firmly believe that the local equality action plan will be successful with all our other neighborhoods, including all of us, and I think that women, especially the Bodrum Women's Solidarity Association, in which I am also a part of the women's organization, pioneered the municipality to start such a successful work. Long Live Women's Solidarity!

### ***Peksimet Neighborhood Women's Assembly Spokesperson Derya Agu***

We are very lucky to be in the local equality action plan process. As a neighborhood, we thank our President Ahmet Aras very much. We have been walking together for about a year and we can say that you have been a solution to all our problems. We came up to you and explained the problems of our neighborhood, we asked for free shuttle service and it was provided free of charge.











