



Istanbul
Metropolitan
Municipality

LOCAL EQUALITY ACTION PLAN

2026–2029





LOCAL EQUALITY ACTION PLAN 2026-2029



**SOCIETIES THAT
LEAVE WOMEN
BEHIND
ARE DOOMED
TO FALL BEHIND.**

K. Atatürk





Dear Citizens of Istanbul,

Istanbul is one of the world's most valuable cities, shaped by its historical heritage, strong social fabric, and culture of shared living.

As the Istanbul Metropolitan Municipality, our goal is to ensure that everyone has equal access to the opportunities we provide in our city at every stage of life, and to make equality a permanent institutional principle. We adopt a rights-based approach in all our processes, from the planning of local policies to the delivery of services.

In this regard, the Local Equality Action Plan, implemented between 2021 and 2024, marked a significant milestone in the institutionalization of equality-based local policies in Istanbul. The experiences gained during the implementation process created a strong foundation for learning that transformed our working methods and decision-making processes. We challenged professional norms and public roles that had been considered unchangeable for many years; we ushered in a new era in which equality finds a more concrete expression in municipal services.

For the first time in the history of the Istanbul Metropolitan Municipality, women began taking on roles in various professions traditionally viewed as male-dominated, such as captaincy, seafaring, tram driving, and firefighting. In addition to these professions, the increase in the proportion of female managers ushered in an era in which women are positioned not merely as recipients of services, but also as agents who produce services and contribute to decision-making processes. The steps we have taken to increase the proportion of female managers demonstrate that equality is approached as a holistic strategy permeating every stage of service delivery.

Our 2026–2029 Local Equality Action Plan aims to build on the gains achieved in the previous period and to integrate the perspective of equality more comprehensively into all of the municipality's services. In this context, our new action plan was prepared through a participatory and consensus-based process, with contributions from public institutions, civil society organizations, professional associations, academia, and our stakeholders living in the city. At the heart of the plan is a vision of Istanbul where women feel safe and empowered in urban life, children grow up playing and in safety,



young people realize their dreams, people with disabilities play an active role in urban life, and older citizens lead active lives without becoming disconnected from the city. The foundation of this approach is a vision of social equality that guides all policies and practices.

As the Istanbul Metropolitan Municipality, our priority is to put equality into practice through measurable, monitorable, and sustainable policies, rather than leaving it merely at the level of rhetoric. The 2026–2029 Local Equality Action Plan is a concrete expression of this commitment. It serves as an important guide on Istanbul’s path toward becoming a more just, more inclusive, and collectively empowered city.

Dear Citizens of Istanbul,

I am pleased to share with you the second edition of our Local Equality Action Plan covering the 2026–2029 period following the first edition we shared with the public in 2021. I wholeheartedly believe that this approach, which has taken root in Istanbul, will eventually spread to every corner of our country. My hope is that this plan will serve as an inspiring reference for policymakers at every level and continue to guide us until the principle of equality becomes an integral part of these lands.

I would like to extend my heartfelt thanks to all my colleagues who, with great dedication, ensured that services continued without interruption during this period a time when the Istanbul Metropolitan Municipality faced significant pressure and efforts to obstruct its work as well as to everyone who contributed to our 2026–2029 Local Equality Action Plan.

With the hope of meeting again in days of freedom, justice, and equality, I send my warmest greetings from Silivri.


İMAMOĞLU
Mayor of Istanbul Metropolitan Municipality

Dear Citizens of Istanbul,

As the Istanbul Metropolitan Municipality, since 2019, we have made equality a fundamental principle in city governance, in line with the vision set forth by our elected Mayor, Ekrem İmamoğlu.

We have adopted equality as our most important social policy and as our fundamental approach that will guide all institutional processes, from planning to budgeting, and from human resources to service delivery.

Our first Local Equality Action Plan, covering the 2021–2024 period, marked a significant milestone in this transformation. Regular monitoring of the plan through the Institutional Monitoring System ensured that our equality goals were placed on a measurable, trackable, and accountable foundation.



Concrete outcomes of this process included increased representation of women in decision-making bodies, the strengthening of women's employment in professions traditionally considered male-dominated, and the redesign of services to meet the needs of different segments of society.

Our 2026–2029 Local Equality Action Plan, under the leadership of Mayor İmamoğlu, is an expression of our determination to build on our achievements and take them even further. We have set concrete, measurable goals based on interdepartmental coordination across a broad spectrum from education and lifelong learning to economic empowerment, and from combating violence and discrimination to culture, arts, and sports. Our plan was prepared through a participatory process involving contributions from public institutions, civil society organizations, professional associations, academia, and ordinary citizens.

Our plan is a concrete document reflecting our determination to ensure the full and active participation of women, children, youth, people with disabilities, and senior citizens living in Istanbul in urban life.

With the goal of making Istanbul a more just, more inclusive, and more harmonious city, we will resolutely continue to integrate the perspective of equality into all our service areas.

Sincerely,

Nuri ASLAN

Acting Mayor of the Istanbul Metropolitan Municipality

A handwritten signature in black ink, appearing to read 'Nuri Aslan', written over a light grey map of Istanbul.



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ABBREVIATIONS

AFAD	Presidency for Disaster and Emergency Management
AMATEM	Alcohol and Substance Abuse Treatment and Education Center
UN	United Nations
ÇEMATEM	Treatment and Education Center for Child and Adolescent Substance Abuse
DO	Department Officer
HPV	Human Papillomavirus
IMM	Istanbul Metropolitan Municipality
IETT	Istanbul Electricity, Tramway and Tunnel Operations
ISADEM	Istanbul Family Counseling and Education Center
ISMEK	Istanbul Metropolitan Municipality Arts and Vocational Training Courses
ISKI	Istanbul Water and Sewerage Administration
KETEM	Cancer Early Diagnosis, Screening, and Education Center
CDM	Corporate Development Manager
MBB	Marmara Municipalities Union
QPR	Quality Processes Results
SEDEP	Social and Economic Support Program
SDG	Sustainable Development Goals
NGO	Non-Governmental Organization
SYDV	Social Assistance and Solidarity Foundation Turkish
TÜİK	Turkish Statistical Institute

MISSION

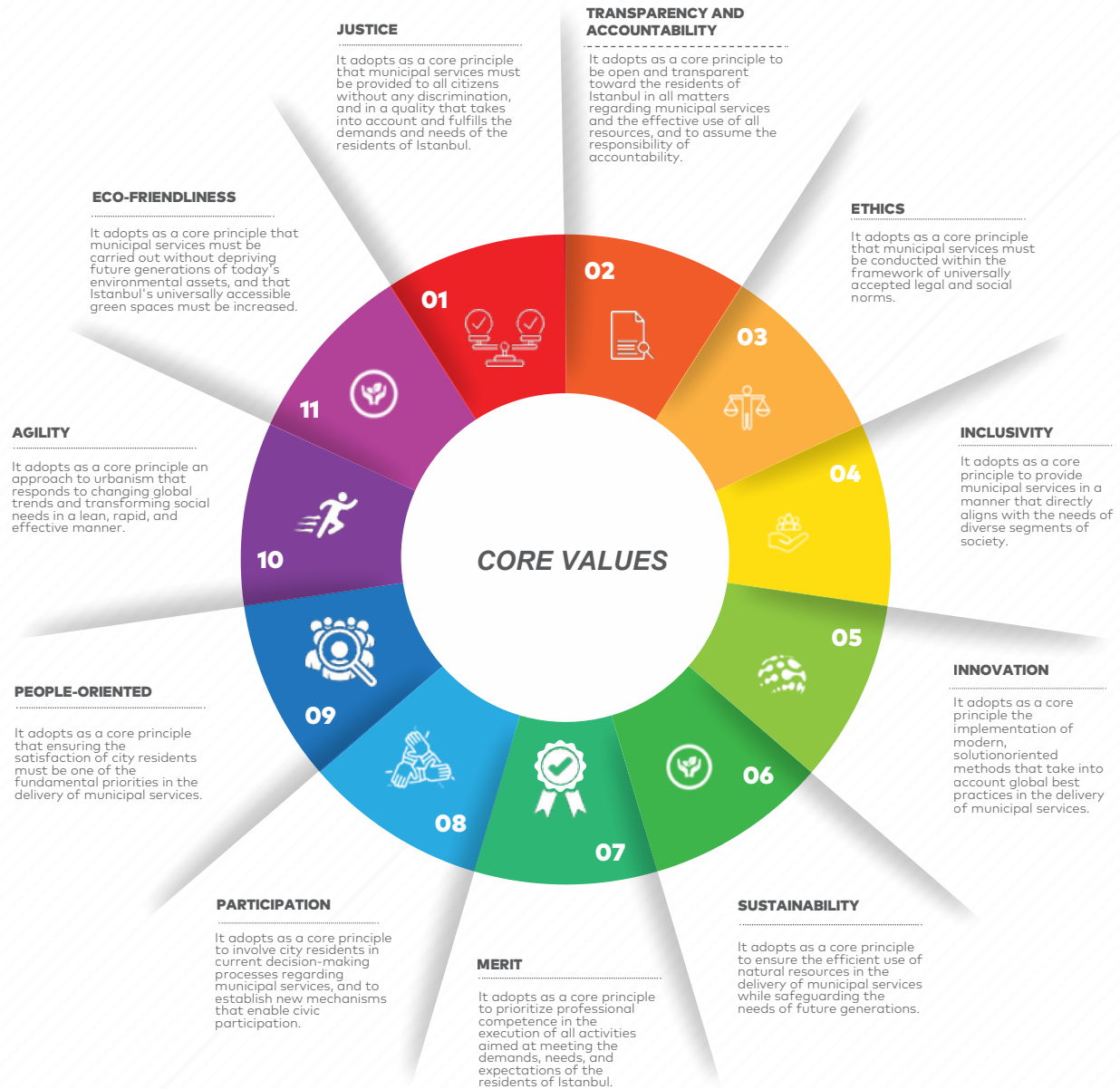


With a new-generation approach to municipal governance, we aim to create a resilient Istanbul that embraces all the city's values, fosters production, ensures equitable distribution, and maintains a vibrant cultural and social life 24 hours a day all while remaining accessible to provide services.

VISION



A fair, green, and creative city; happy Istanbulites



INTRODUCTION

As of February 2020, the Istanbul Metropolitan Municipality, with the approval of the Istanbul Metropolitan Municipality Assembly, decided to sign the European Charter for Equality Between Women and Men in Local Life and submitted the necessary applications accordingly. As a result of these applications, the European Charter for Equality Between Women and Men in Local Life was signed on October 3, 2022, by Mayor of Istanbul Mr. Ekrem İmamoğlu. In line with the European Charter for Equality Between Women and Men in Local Life, the European Urban Charter also guarantees fundamental urban rights such as security, the right to live in a clean and healthy urban environment, access to housing, work, health, education, and sociocultural activities, freedom of transportation and movement, and the right to participate in and oversee decisions regarding one's place of residence. In this context, to ensure that local public services are provided with an egalitarian approach for everyone, the necessity of addressing women's needs particularly in the delivery of local services is highlighted. This approach indicates that reducing the burdens stemming from the multiple roles women assume in daily life can be achieved through local services and practices that take women's specific needs into account. To ensure that women can effectively exercise their urban rights and participate in the implementation processes of local programs and projects, the principle of gender equality must be upheld at all stages. For women and girls who make up approximately half of the urban population to benefit equally from their urban rights, it is first and foremost necessary to accurately identify their needs and develop participation and service models suited to their living conditions.

The Local Equality Action Plan (LEAP) aims to address the multidimensional inequalities faced by women within a holistic framework and to develop strategies that establish connections across different policy areas. The plan aims to address not only the inequalities faced by women and girls but also the issues, needs, and expectations of all communities affected by inequality including people with disabilities, older adults, children, and youth living under diverse local conditions through a holistic approach that takes into account their living spaces and circumstances.

By mapping the current state of gender equality at the local level, the plan facilitates the analysis of gender- and diversity-based data, the development of targets to address gender inequalities based on this data, and the identification of priority areas. In this context, the plan's preparation process was carried out through a multi-stakeholder and interactive approach, with the active participation of the municipality's relevant departments and managers, as well as civil society organizations (CSOs), universities, and academics. Throughout the process, stakeholder opinions were systematically gathered through workshops and meetings, surveys, and interviews; existing workshop reports and institutional documents were analyzed. Additionally, the LEAP was developed based on collective wisdom by evaluating each target and indicator individually in collaboration with the relevant departments.

The second LEAP aims to reduce gender-based inequalities faced by women and girls; develop inclusive policies for all groups facing difficulties in accessing urban services; disseminate best practices; and contribute to the Sustainable Development Goals (SDGs) at the local level.





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1 LOCAL EQUALITY ACTION PLAN





LOCAL EQUALITY ACTION PLAN

Local Equality Action Plans are plans that prioritize gender equality and take into account the unique problems and needs of women arising from their diverse living conditions. In addition to developing demands and proposed solutions for local needs and problems, these plans aim to strengthen cooperation mechanisms between municipalities and the civil society sector. Furthermore, in addition to focusing on the challenges and needs of people living within the jurisdiction of the institution or municipality preparing the plan, these plans aim to have the institution or municipality review its own organizational structure from an equality-oriented perspective and make the necessary adjustments.

Cities offer policymakers a wide range of areas for action from housing and shelter to leisure activities and recreational spaces.¹ from psychological and physical well-being to infrastructure and transportation; from living in a city where people feel safe at all hours of the day to protection from gender-based violence; from access to lifelong learning and educational opportunities to support in the face of social and economic risks these and many other issues are among the topics that must be addressed collectively by cities, their residents, and city administrators. This situation necessitates the development of a wide range of policies to address the needs and challenges of city residents, the implementation of these policies, and the continuous monitoring, improvement, and, when necessary, revision of these implementations.

Today, LEAP's have become one of the fundamental participatory tools of developed democracies. Because they are thematic plans that span many areas, they cannot be shaped within the scope of a single public institution's area of responsibility. They are initiatives that gain sustainability through collaboration, participation, and ownership, with stakeholders such as NGOs, universities, and the private sector taking on responsibilities.² In this context, they emerge as a dynamic process functioning as policy roadmaps developed through participatory methods in which problems are comprehensively identified, solutions are developed, and responsibilities are shared through mutual negotiation and the exchange of ideas and experiences among the parties involved.

A. The Local Equality Action Plan as a Right

The intellectual foundation of the debate over the equal presence of women and men in local life can be traced back to the "right to the city" approach articulated by Lefebvre in the 1960s. The debate that developed in this field under Lefebvre's leadership focuses not only on the aspect of the right to the city that safeguards the interests of all urban residents and defends the right to live in the city, but also on the city's full use and shaping by its residents. In fact, Harvey adds a relational dimension to this, defining the right to the city as a collective right through which people, through their communication and solidarity with one another, possess the "right to change themselves by changing the city."³ In this context, a human rights-sensitive and egalitarian urban life is possible only through cooperation, participation, mutual negotiation, and compromise.

The first international document to address the concept of the right to the city in conjunction with the gender dimension was the European Urban Charter, announced in 1992. Article 20 of the Charter emphasizes that "local governments are obligated to provide their services equally to all individuals, without discrimination based on gender, age, origin, belief, or social, economic, and political status, and regardless of physical or mental disabilities."⁴

Furthermore, among the international documents adopted in the field of human rights that emphasize gender equality as a norm and which Türkiye has recognized, signed, and ratified are the United Nations (UN) International Covenant on Civil and Political Rights

(1976: Article 3)⁵; the UN International Covenant on Economic, Social, and Cultural Rights (1976: Article 3)⁶; the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1979)⁷; and the Beijing Declaration and Platform for Action (1995: paragraph 15)⁸ are the fundamental documents in this field.

Furthermore, as another, more recent international document, the UN General Assembly adopted in 2015 the Sustainable Development Goals, which replaced the

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SDG 5 is dedicated to "Gender Equality," while SDG 11 focuses on "Sustainable Cities and Communities." Among the sub-goals of these objectives are "Accessible, Safe, and Affordable Transportation" and "Safe, Inclusive, and Accessible Green and Public Spaces," with particular emphasis on women.⁹

The Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence, also known as the Istanbul Convention, is one of the most up-to-date international instruments. Türkiye ratified the Convention in 2011 and withdrew from it in 2021 through Presidential Decree No. 3718. The Convention identifies local governments among the responsible institutions for adopting and implementing comprehensive and coordinated policies to prevent violence against women and domestic violence (Article 7) and for establishing protection and support mechanisms.¹⁰

Another key document in the context of international recognition of the right to the city is the New Urban Agenda, adopted at HABITAT III in 2016 under the United Nations Human Settlements Program. The issue of the "Human Rights City" has been kept on the agenda through the World Human Rights City Forum, organized since 2011 under the auspices of the United Nations by the Commission on Social Inclusion, Participatory Democracy, and Human Rights of United Cities and Local Governments (UCLG), hosted by the Gwangju Metropolitan City Government in South Korea. Through these forums, efforts are being made to implement the common principles established there with the participation of local government representatives on the broadest possible scale worldwide.¹¹

The second of the 10 guiding principles adopted by the 4th World Human Rights Cities Forum held in 2014 and still followed today is "prevention of discrimination and affirmative action." This principle states that a "Human Rights City respects equality and justice

A Human Rights City implements an anti-discrimination policy that includes affirmative action to reduce inequalities through gender-based policies and to empower marginalized and at-risk groups, including refugees and non-citizens." This principle provides an important conceptual foundation for LEAP's. The concept of LEAP's was first explicitly addressed in the European Charter for Equality Between Women and Men in Local Life, proclaimed by the Council of European Municipalities and Regions (CEMR) in 2006.

B. Local Equality Action Plans in Türkiye

In terms of national legislation, policies, and plans, Article 10 of the Constitution of the Republic of Türkiye is recognized as the most fundamental legal provision that acknowledges and regulates gender equality and obligates the state to ensure its implementation. The first examples of municipalities in Türkiye preparing Local Gender Equality Action Plans (LEAP) based on this constitutional framework emerged under the United Nations Women-Friendly Cities Program.¹² Additionally, gender equality action plans prepared at the ministerial level within the central government can also be found.

The "Strategy Document and Action Plan for Women's Empowerment (2024–2028)" and the "Fourth National Action Plan to Combat Violence Against Women (2021–2025)," prepared by the Ministry of Family and Social Services, are documents coordinated by the General Directorate for the Status of Women that encompass the efforts of public institutions and organizations including local governments as well as NGOs, professional associations, the private sector, and other relevant organizations aimed at women's empowerment.

One of the key components of national legislation is the Municipalities Law No. 5393. The Law emphasizes the concept of "citizenship rights" and highlights the recipients of municipal services as well as the participatory aspect of these services. It addresses issues that require careful consideration, such as the concepts of "everyone" and "common needs." The concept of common needs goes beyond viewing society as a single entity; it requires the development of policies that take into account the diversity of all individuals and groups without homogenizing them.



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At this point, where national legislation and individual municipalities fall short in addressing gender equality and the specific problems and needs of other diverse social groups, LEAPs emerge as a key mainstreaming strategy.

LEAPs have been prepared and implemented in various metropolitan cities across Türkiye. Although LEAPs were also prepared in some provincial municipalities as part of the Women-Friendly Cities program carried out in 2010, it has been observed that these plans have not been updated and remain project-based. A study published in 2024 by the Gender Equality Monitoring Association (CEİD) revealed that there are currently nine metropolitan municipalities that have prepared LEAPs.¹³

C. IMM Local Equality Action Plan (2021–2024)

On March 7, 2021, the IMM shared its Local Equality Action Plan (LEAP) with the public, which it prepared with the aim of jointly shaping communal life in Istanbul and creating fairer conditions for all social groups facing disadvantages in accessing equal rights. The LEAP was prepared in line with the IMM's goals and principles to ensure that municipal policies are formulated from an equality perspective, that services are delivered in an inclusive manner, and that all segments of society can participate in urban life with equal rights.

To clarify the general implementation principles of the LEAP and to effectively coordinate equality-related efforts, the "Procedures and Principles Regarding the Local Equality Action Plan" were prepared and officially communicated to all departments by the General Secretariat. This document outlines the duties, authorities, and responsibilities of the relevant units, as well as the procedures and principles to be followed regarding the implementation of the LEAP throughout the institution.

To ensure the implementation of the LEAP and to coordinate local equality efforts

and to advance the institutionalization process, the Local Equality Council and the Local Equality Commission have been established.

The IMM Local Equality Council is chaired by the Secretary General or, in his/her absence, by a Deputy Secretary General designated by him/her;

- Head of the Strategy Development Department
- Head of the Social Services Department
- Head of the Press, Publications, and Public Relations Department
- Head of the Human Resources and Training Department
- Head of the Health Care Services Department
- Head of the Culture, Arts, and Social Affairs Department
- Head of Support Services Department
- Deputy General Manager of İETT
- Deputy General Manager of İSKİ
- President of the Istanbul Planning Agency
- President of the Istanbul City Council

and, if necessary, participants may be requested from the relevant units by the council chairperson, either on their own initiative or upon the request of one of the council members, provided the chairperson deems it appropriate.

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The duties and responsibilities of the Local Equality Council are as follows:

- a. Determining and adopting local equality policies and strategies,
- b. Monitoring the preparation process of the Local Equality Action Plan (LEAP) and approving the draft plan,
- c. Holding meetings every six months to evaluate the monitoring and
- d. Ensuring the active participation of all municipal departments in local equality efforts,
- e. Discussing and resolving issues encountered during implementation. Within the scope of local equality efforts and the specified terms of reference, the Local Equality Council held three meetings during the 2021–2024 period, chaired by the Deputy Secretary-General.

The Local Equality Commission, established to operate under the Local Equality Council, is chaired by the Head of the Strategy Development Department;

- Manager of the Strategy Development
- Manager of the Women and Family Services
- Manager of the Children's Services
- Manager of the Social Services
- Manager of the Disability Services
- Manager of the Public Relations
- Manager of the European/Anatolian Mukhtars
- Manager of the Human Resources
- Manager of the Life-Learning Department
- Manager of the Health and Public Health
- Manager of the Istanbul Darülaceze
- Manager of the Youth Services
- Manager of the Public Transportation Services

- Affiliates Coordinator
 - Representative of the ISKI and IETT Strategy Development Directorate
 - Social Policies Coordinator at the Istanbul Planning Agency
 - Composed of the Secretary-General of the Istanbul City Council
- and, if necessary, the commission chair may, on their own initiative or upon the request of one of the commission members, invite participants from relevant units if deemed appropriate.

The duties and responsibilities of the Local Equality Commission are as follows:

- a. Preparing local equality policies and strategies and submitting them to the Council for approval,
- b. Coordinating the preparatory work for the Local Equality Action Plan (LEAP) and planning resources,
- c. Ensuring that the relevant unit submits applications for project calls funded by national and international sources in the field of human rights,
- d. Holding monitoring and coordination meetings in January, April, July, and October to evaluate the LEAP Quarterly Progress Reports,
- e. Submitting LEAP Mid-Year Implementation Reports to the Local Equality Board,
- f. Supporting the development of collaborations by the relevant units between the municipality and local, national, and international institutions, the private sector, and civil society organizations; contributing to the organization of training sessions, seminars, campaigns, and similar activities aimed at protecting the rights of disadvantaged groups, raising awareness, and fostering sensitivity,
- g. Supporting the planning of activities aimed at fostering a culture of social equality and the implementation of collaborations with external stakeholders under the responsibility of the relevant units,



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- h.Ensuring that the relevant unit prepares and publishes informational posters, initiatives, and contributing to publications prepared within the institution,
- i. Ensuring that local service models addressing the needs of disadvantaged groups such as women, people with disabilities, children, the 65+ age group, migrants, and refugees are developed, and that their participation in decision-making mechanisms is facilitated under the responsibility of the relevant unit,
- j.Monitoring, supporting, and ensuring participation in initiatives conducted outside the institution for women and disadvantaged groups, under the responsibility of the relevant unit,

Within the scope of the specified job descriptions, the Local Equality Commission held twenty meetings during the 2021–2024 period, chaired by the Head of the Strategy Development Department.

Within the Strategy Development Branch Directorate, which is under the Directorate General for Strategy Development, the LEAP Coordination Unit was established to ensure the monitoring and coordination of local equality efforts across the institution and to perform secretariat duties for the Local Equality Commission. Three staff members with expertise in the field are currently working in the unit

The duties and responsibilities of the LEAP Coordination Unit are as follows:

- a.Coordinating and consolidating analysis, research, and evaluation efforts related to local equality throughout the municipality,
- b.Providing guidance to all municipal departments on adopting an equitable approach in the delivery of services,
- c.Organizing activities to ensure that LEAP preparatory processes are conducted in a participatory and transparent manner,
- d. Ensuring that the municipal units' annual investment and service programs are developed in line with the LEAP,

- e.Preparing and submitting quarterly and year-end implementation reports to the
- f.Identifying areas for improvement detected during monitoring activities, presenting them to the Commission, and incorporating them into the updated action plan,
- g.Organizing or contributing to activities and training programs for municipal staff aimed at increasing local equality awareness and sensitivity,
- h.Requesting information and expert opinions from relevant units in accordance with the Commission's decisions and requests,
- i. Conducting gap analyses regarding the LEAP in line with the institutional strategic plan, other strategic documents, and action plans,
- h. As part of the units' local equality initiatives and the goal of becoming a "human rights city," provide support to the relevant units during the preparation phase of promotion/ information posters, brochures, and content for periodical or non-periodical publications,
- j. Monitoring national and international funding calls for projects in the field of human rights and informing the Commission about available funding sources.

As part of the duties and responsibilities of the LEAP Coordination Unit, (d), all actions outlined in the plan to ensure the regular monitoring and institutionalization of LEAP have been defined in the Quality Processes Results (QPR)¹⁴ and assigned to the relevant units. Accordingly, the status of these actions has been monitored and reported at regular intervals. In addition to the internal monitoring mechanism, the annual LEAP Evaluation Report has been shared with external stakeholders, and feedback and recommendations regarding the report have been collected.

Under the 2021–2024 LEAP, monitoring activities were conducted based on the actions of Phase I (2021–2022); for Phase II (2023–2024), an updated version of the action plan was published, and the monitoring process was completed based on the indicators.

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As a result of the work carried out, many actions were implemented, while some were transformed into ongoing activities and incorporated into the municipality's service portfolio.

As part of efforts to raise awareness and promote the LEAP, the LEAP Coordination Unit has prepared "LEAP in 10 Questions," the LEAP Brochure, and the Guide to Equitable Communication. publications were shared with departments, consulates, universities, IMM and district municipalities, city councils, equality units, and NGOs. In addition, they were distributed at events organized by the Istanbul Metropolitan Municipality, at service points, at the Istanbul Family Counseling and Education Centers (ISADEM), at Istanbul Metropolitan Municipality Women's Centers, and at information desks located in municipal service buildings, making them accessible to citizens.

YEREL EŞİTLİK EYLEM PLANI

Anayasa'nın 10 ncu maddesi gereğince herkes, dil, ırk, renk, cinsiyet, siyasi düşünce, felsefi inanç, din, mezhep ve benzeri sebeplerle ayırım gözetilmeksizin kanun önünde eşittir. Belediyeler de bu maddeyi esas alarak, vatandaşların ortak ihtiyaçlarına eşit şekilde cevap verecek politikalar geliştirmekle yükümlüdür.

"Yerel Eşitlik Eylem Planı, bu kenti birlikte yönetme sürecinin örülmesidir."
Ekrem İmamoğlu

Bir Hak Olarak; Yerel Eşitlik Eylem Planı

İstanbul Büyükşehir Belediyesi tarafından çalışmalarına 2020 yılında başlanan ve Mart 2021'de yayımlanan Yerel Eşitlik Eylem Planı, İstanbul Büyükşehir Belediyesi'nin kadınlar başta olmak üzere, eşit haklardan yararlanamayan tüm toplumsal gruplar için yaşanabilir bir kent inşa etmek için izlediği yol haritasıdır.

Amacımız, İstanbul'da belediye hizmetlerinin kadın, çocuk, genç, engelli, yaşlı vb. grupların ihtiyaçlarına cevap vererek eşit şekilde sunulmasını, gerekli bütçenin ayrılmasını ve sürecin izlenmesini kolaylaştırmaktır.

Yerel Eşitlik Eylem Planı aynı zamanda, güçlenmeyi merkeze alan destek mekanizmaları, kadınlar ile birlikte kentin tüm güvenliğini artıracak ulaşım düzenlemeleri, erken dönem çocuk bakım hizmetleri, kadınları dikkate alan kentsel planlama ve kurumsal bakım alternatifleri ile kadınların gündelik hayatlarını da kolaylaştırmayı amaçlamaktadır.

Değişen İstihdam Politikaları

İstanbul Büyükşehir Belediye Başkanı Sn. Ekrem İmamoğlu göreve başladığında, İBB bünyesinde kadın personeli olmayan şirketler, kadın yöneticisi bulunmayan birimler ve kadınların istihdam edilmemesi çalışma alanları bulunmaktaydı.

Yerel Eşitlik Eylem Planı'nın ana hedeflerinden biri de tüm birimlerde kadın istihdamının artırılmasıdır.

Şu an, İstanbul Büyükşehir Belediyesi'nde, kalıplaşmış rolleri aşarak 16 milyon İstanbullu için çalışan kadın otobüs şoförleri, zabıta memurları, itfaiyeciler, gemiciler, vatmanlar görev alıyor. İBB, İSKİ, İETT ve İştirak Şirketlerinde çalışan kadın sayısı yükselmeye devam ederken, kadın yönetici sayısı da katlanarak artmaktadır.

LEAP 2023 Brochure





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LEAP PREPARATION PROCESS





LEAP PREPARATION PROCESS

A. Organization of the Planning Process

The organization of the LEAP planning process is led by the Local Equality Board and consists of the Local Equality Commission, the Directorate of Strategy Development, the LEAP Project Team, and the LEAP Working Group.

The job descriptions for the Local Equality Council and Commission are outlined under the heading "IMM LEAP Activities (2021–2024)," and the responsibilities of the other structures within the organization are listed below.

LEAP Project Team

The Project Team consists of two staff members each from the LEAP Coordination Unit of the Directorate of Strategy Development, as well as the Women's and Family Services Branch Directorate, the Social Services Branch Directorate, the Children's Services Branch Directorate, the Services for People with Disabilities Branch Directorate, the Istanbul Darülaceze Branch Directorate, and the Youth Services Branch Directorate. The duties and responsibilities of the LEAP Project Team are as follows:

- Coordinating and consolidating analyses, research, and evaluations related to local equality across the municipality;
- Organizing activities to ensure that LEAP preparation processes are conducted in a participatory and transparent manner;
- Coordinating efforts to define the objectives, targets, actions, and performance indicators during the LEAP preparation phase,
- Collecting, categorizing, and evaluating action and indicator proposals from relevant units,
- Ensuring coherence among objectives, targets, actions, and indicators, as well as maintaining the planning hierarchy,
- Managing the drafting process of the LEAP draft text and ensuring the text's coherence,

- Ensuring that the outcomes of meetings, workshops, and consultation processes conducted as part of the action plan are reflected in the plan,
- Ensuring the plan's alignment with legislation, the strategic plan, and overarching policy documents,
- Carrying out revisions to the draft plan in coordination with relevant units,
- Preparing the final plan text for approval processes and ensuring it is communicated to relevant units.

LEAP Working Group

It consists of Department Heads, Branch Managers, Department Heads-Designate (DBS), Organizational Development Officers (KGS), and staff appointed at the managerial level (deputy director, chief, advisor, etc.) by the branch offices. The duties and responsibilities of the LEAP Working Group are as follows:

- Conducting technical evaluations of stakeholder proposals that have undergone a preliminary assessment by the LEAP Project Team within the scope of LEAP;
- Evaluating proposals in light of relevant legislation, the strategic plan, and organizational priorities;
- Harmonizing proposals in terms of content and feasibility;
- Conducting work to set targets for the actions and indicators to be included in the Action Plan.

LEAP PREPARATION PROCESS



B. Preparation Program and Process

The IMM 2026–2029 LEAP Project Management Plan was prepared by the LEAP Coordination Unit and implemented with the approval of the Directorate of Strategy Development. To ensure the process progresses effectively and inclusively, a LEAP Project Team was formed, which includes the LEAP Coordination Unit. The kickoff meeting, which marked the beginning of the process, was held on March 11, 2025, under the coordination of the Director of the Strategy Development Department. During the meeting, the responsibilities of the LEAP Project Team were outlined, and the Project Management Plan was shared with the participants.

The preparatory process continued with the examination and analysis of demographic data on Istanbul and the identification of problem areas. After the compiled data was synthesized into a coherent whole, it was evaluated during meetings held by the team. During the analysis process, in accordance with the principle of participation one of the core elements of LEAP reports from workshops organized by the IMM in various fields since 2019 were reviewed; the topics discussed, recommendations made, and identified needs in these reports were listed. In addition to this process, target-audience-focused workshops were held in October with the participation of civil society organizations, professional associations, experts, academics, and representatives and managers from IMM departments.

In addition to the workshops, surveys were conducted including the District Municipalities Survey, the Hayal Bu Ya Festival Participant Survey, the Mukhtars Feedback Form, the IMM Expectations and Satisfaction Survey, and the DBS and KGS Surveys to gather individual feedback and capture the demands of various groups.

The recommendations resulting from the stakeholder analyses were subjected to a preliminary assessment by the LEAP Coordination Unit and subsequently forwarded to the relevant units for technical review. A draft set of actions and indicators was developed following a total of 19 face-to-face meetings with the relevant units.

With the contributions of DBSs, KGSs, assistant directors, and directors working in the relevant units of the IMM, a four-year target-setting exercise regarding the action items and indicators was completed. Information regarding the draft actions and indicators which were shaped based on the unit meetings and the annual targets was submitted to the department directors for approval via official correspondence; following the completion of the relevant approval processes, it was forwarded to the Local Equality Commission for evaluation. The draft plan, deemed appropriate by the Commission, was discussed by the Local Equality Council, and the final approval process was concluded after the necessary reviews and evaluations were completed.

The main themes of the LEAP were determined within the framework of a comprehensive approach aimed at strengthening equality in urban life, based on the Istanbul Metropolitan Municipality's strategic documents, the policy texts of relevant institutions and organizations, and stakeholder consultations. The main themes, developed based on the priority issue areas identified through narratives, field findings, and institutional reports, are structured under the following headings: education and lifelong learning; economic empowerment and employment; a safe and accessible city; participation; culture and the arts; healthcare services; social support and care services; sports and green spaces; and violence and discrimination.





LEAP PREPARATION PROCESS

PROJECT MANAGEMENT PLAN





3

LOCAL EQUALITY ACTION PLAN | 2026–2029

SITUATION ANALYSIS





A. Analysis of High-Level Policy Documents

During the preparation process for the Istanbul Metropolitan Municipality's 2026–2029 LEAP, high-level policy documents were analyzed comprehensively. Within this framework, the following national and local policy documents were reviewed:

NATIONAL AND LOCAL POLICY DOCUMENTS



By reviewing the policies, objectives, and actions outlined in these documents, we have identified the matters falling within the scope of our Municipality's duties, authorities, and areas of activity. The findings obtained have served as the primary reference in the process of defining the objectives and goals of the LEAP.

SITUATION ANALYSIS



Twelfth Development Plan

Equal opportunities will be ensured for children's access to high-quality, universal, and free preschool education.

Educational programs will be expanded to raise awareness among family members regarding responsible media use, with the aim of protecting them from the negative effects of technology and digitalization.

Educational environments that prioritize children's mental and physical development and support child safety and well-being will be provided, and preventive mechanisms will be established for students at risk of dropping out of school or becoming disconnected from the education system.

Data collected by institutions will be disaggregated by characteristics such as gender, age, migration status, disability, and geographic location, and analyses based on these data will be conducted.

Factors hindering girls' participation in education, their attendance, and their ability to complete their education will be analyzed, and programs, projects, and initiatives will be developed to prevent school dropouts and increase school enrollment, attendance, and completion rates.

Violence against women and early and forced marriages will be combated with a zero-tolerance policy, and efforts will be made to prevent violence and empower its victims.

Participation in lifelong learning and the diversity of credentials will be increased; the certification of learning outcomes will be encouraged; and the lifelong learning system will be designed to equip individuals with the skills demanded by the labor market and ensure the effective use of these skills in both professional and social life.

Starting from the prenatal period, the provision, accessibility, and quality of services related to children's health, nutrition, early learning, responsive and sensitive care, safe environments, and social protection policies will be improved.

The economic and physical accessibility of institutional childcare options aimed at increasing women's employment will be improved.

Programs will be developed to encourage children to participate in cultural, artistic, scientific, and sports activities, and efforts will be made to ensure that every child acquires skills in one sports and one cultural- artistic field.

To reduce risk factors for noncommunicable diseases, diversified screening programs including cancer screening programs will be expanded, and early diagnosis rates will be increased.

To reduce the intergenerational transmission of poverty and promote equal opportunities, initiatives tailored to children's individual needs will be implemented.

The fight against child labor will be pursued with determination.

Home healthcare services will be strengthened, and a monitoring and follow-up system will be developed.

The number of mobile libraries and traveling theater troupes will be increased.

Programs and initiatives to prevent child neglect, abuse, and violence will be developed, and services for at-risk children and their families, along with psychosocial support programs, will be expanded.

Programs will be implemented in schools and social service centers to strengthen skills in health, first aid, nutrition, financial literacy, technology, law, and social media literacy.

Preventive and curative services for the elderly will be strengthened.

Child-friendly publications will be supported.

Programs will be developed to encourage young people to participate in sports, cultural, and artistic activities, with a particular focus on mathematics, science, technology, and engineering.



SITUATION ANALYSIS

To foster a culture of sports and make sports accessible to a wider audience, talented children at the age when they typically begin playing sports will be identified, directed toward relevant sports disciplines, and trained to become elite athletes.

Elements within the public transportation network that do not meet accessibility standards will be identified, and deficiencies will be addressed.

Home care support services will be diversified and expanded.

Intrafamilial and intergenerational relationships will be strengthened, and volunteer activities will be increased.

Awareness campaigns will be conducted to increase the knowledge and awareness of all segments of society particularly those who provide services to people with disabilities, those who are educated alongside people with disabilities, and their families regarding inclusive education.

To facilitate the social and cultural integration of migrants, widespread educational programs such as Turkish language instruction will be organized, and communication and awareness-raising activities will be carried out.

The physical environment, transportation services, websites, mobile applications, and print, digital, and visual media publications, as well as public services, will be made accessible to people with disabilities.

City councils will be made more active.

The link between social assistance and employment will be strengthened.

Mechanisms for the representation and participation of women, youth, the elderly, and people with disabilities in local government decision-making processes will be strengthened.

The resilience of the entire population particularly the poor, women, children, people with disabilities, and the elderly will be enhanced to cope with disasters and economic, social, and environmental challenges.

Support will be provided to cooperatives operating in priority sectors, primarily agricultural marketing cooperatives, women's cooperatives, and social cooperatives.

The 4th National Action Plan to Combat Violence Against Women (2021–2025)

Institutional capacity will be enhanced to ensure that cases of violence identified at units such as women's counseling, solidarity, and support centers which provide services under local governments are reported to the relevant authorities and referred promptly and effectively.

Institutional capacity will be developed to ensure that public officials, who are obligated to report and notify authorities of violence, can carry out such reporting and notification in a timely and effective manner.

In accordance with the Municipalities Law, initiatives will be undertaken to encourage all municipalities with a population exceeding 100,000 to open shelters.

Follow-up and support for women who are victims of violence after their stay at a shelter will be ensured.

Necessary measures will be taken to ensure that women who are victims of violence have priority access to financial assistance and support provided by institutions such as the Social Assistance and Solidarity Foundation (SYDV) and municipalities.

Special intervention and support programs will be developed and implemented for children accompanying victims of violence.

During extraordinary periods, necessary measures will be taken to ensure that victims of violence do not experience interruptions in their access to and use of institutional services.

*Table: Twelfth Development Plan

SITUATION ANALYSIS



Action Plan for Women's Empowerment (2024–2028)

The participation of illiterate women in literacy courses will be monitored, and the progression of those attending literacy courses to higher levels will be tracked to ensure they complete the program.

Awareness campaigns will be conducted to increase young people's particularly female students' awareness of STEM and key skills and to boost their participation in these fields.

Starting with preschool education, after-school education mechanisms (study groups, hobby and arts activities, sports activities) that align with school and work hours will be developed.

Childcare and/or playrooms will be expanded and monitored at locations where courses under the adult education program are held.

Awareness campaigns will be conducted to improve health literacy among women.

Information and awareness-raising activities will be organized to empower women in the context of combating addiction and seeking treatment.

The systematic and sustainable integration and promotion of a gender equality perspective will be ensured at all stages of policy-making, planning, budgeting, and monitoring processes particularly in employment policies at both the national and local levels.

Awareness-raising initiatives will be carried out to ensure gender equality in the workplace and to promote the adoption of a zero-tolerance policy toward violence in the workplace as part of efforts to combat violence.

Training programs aimed at the professional development and labor market participation of women with disabilities, victims of violence, women under temporary or international protection, and women affected by disasters will be expanded, and efforts will be made to facilitate their entry into the labor market.

Research and analyses will be conducted to assess the impacts of environmental issues and climate change on women and girls from the perspectives of adaptation and risk.

National Action Plan on the Rights of Older Adults (2023–2025)

Efforts will be made to expand the availability of specialized day service centers for dementia and Alzheimer's disease.

Efforts will be made to implement adaptation programs at day service centers for older adults who have relocated due to internal and external migration.

Services will be provided by monitoring the daily needs of older adults identified as living alone.

Lifelong learning programs for older adults will be developed, taking regional needs into account.

Educational programs will be organized to improve the digital literacy of older adults.

Efforts will be made to provide support to older adults engaged in home-based production regarding the production, marketing, and sale of their goods.

Social assistance programs will be diversified to meet the needs of older adults as they arise due to age-related factors or current developments.

Efforts will be made to develop healthcare services with an age-friendly approach.

Centers providing daytime services for older adults will be strengthened in terms of both quality and quantity.

Literacy training programs will be organized for individuals aged 50 and older.

Efforts will be made to adapt career counseling and job placement services to the needs of older adults.



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A module on preventing age discrimination in the workplace will be added to in-service training programs for staff working in public institutions and organizations.

Efforts will be made to promote the widespread adoption of accessible library and museum practices.

Awareness-raising activities will be conducted to ensure that the perspective of age-friendly cities is taken into account within the scope of urban transformation.

Efforts will be made to develop accessible, free intra-city transportation services for older adults.

Efforts will be made to encourage the development of products and services suitable for all ages in accordance with the principles of universal design.

*Table: National Action Plan on the Rights of Older Adults (2023–2025)

Accessible Transportation Strategy and Action Plan (2021–2025)

Increasing inspections regarding the unauthorized use of sidewalks and accessible parking spaces

Installation of accessible information platforms (such as bulletin boards and kiosks) containing travel information and maps for passengers with limited mobility at terminals, stations, piers, train stations, and transit hubs

Widespread installation of charging stations for assistive devices such as electric wheelchairs at support points within terminals, stations, piers, train stations, and transit hubs

Widespread adoption of smart bus stops that include accessibility support features

A system will be established and a pilot program implemented to extend the duration of traffic light cycles when older adults and people with disabilities approach them, thereby allowing for a longer crossing time.

A pilot program will be launched and subsequently expanded to use a smart wristband application integrated with a mobile app and call center for individuals with conditions such as Alzheimer's disease.

Pedestrian crossings, underpasses, overpasses, and at-grade crossings will be made accessible for individuals with limited mobility

Providing "Accessible Wide Restrooms" based on the "Changing Room" concept at intercity bus terminals

National Action Plan on the Rights of Persons with Disabilities (2023–2025)

The accessibility of venues where social, cultural, and recreational activities take place will be ensured, and the services offered there will be developed and diversified to meet the needs of different groups of people with disabilities.

Efforts will be made to expand discounts and similar benefits available to people with disabilities for social and cultural activities.

Efforts will be made to expand the availability of guidance and support services tailored to the specific needs of people with disabilities and their families regarding participation in social and cultural activities.

Necessary measures will be taken to ensure that people with disabilities have equal access to creative, artistic, and intellectual education and development opportunities aimed at enhancing their individual capacities.

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Efforts will be made to promote the widespread use of Turkish Sign Language throughout the country

Efforts will be made to provide video sign language interpreter support to ensure that individuals with hearing impairments can access information from public institutions.

Efforts will be made to establish a mechanism that provides the family of a baby with a congenital disability immediately following the diagnosis with information, counseling, guidance, psychosocial support, and referral services in the fields of health and rehabilitation.

*Table: National Action Plan on the Rights of Persons with Disabilities (2023–2025)

Türkiye's Children's Rights Strategy Document and Action Plan (2023–2028)

In areas where children are active, the placement of informational signs and markings designed to raise awareness about protecting children from risks

Ensuring adequate lighting in streets, avenues, sidewalks, pedestrian paths, and similar public spaces to enable children to move safely

Strengthening monitoring and inspection mechanisms for facilities licensed to provide services for children (play centers, art workshops, etc.)

Developing child- and youth-friendly structural spaces that support diverse interests and skill areas (featuring sections such as libraries, art activity areas, study spaces, and meeting rooms; offering free internet and computer access; and designed to promote effective use of time)

Schools, residential complexes, public housing courtyards, parks, and similar spaces should be designed in a way that supports the educational and instructional activities, physical and social development of all children—particularly those with special needs—and does not harm their health

Safety measures should be implemented around areas where children engage in activities (such as pavement materials that reduce vehicle speed, lane narrowing, and road markings)

Analyzing the current situation regarding needs and risks to create a safe environment for sports and implementing child protection measures in sports facilities

Preparing informational materials and providing training to families to eliminate physical psychological violence against children and to foster positive parenting skills

Istanbul Metropolitan Municipality Vision 2050 Strategy Document

Designing multi-stakeholder and participatory planning processes, in collaboration with city residents, to reduce disaster risks

Launching a communication campaign to publicize the policy allowing women to get off night buses at stops other than designated bus stops

Expanding the implementation of child-friendly streets and pedestrian zones

Providing vocational training for women in industries with low female representation



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Providing regular income support in specified amounts to individuals identified as needing it through the "Socioeconomic Vulnerability Analysis" until this need is eliminated

Expanding discounted public transportation services to include all disadvantaged groups

Increasing the number of Istanbul Metropolitan Municipality (IMM) dormitories citywide

Implementation of training and support programs to balance the ratio of male to female athletes across sports disciplines

Implementing vocational training activities that enable individuals receiving mental healthcare services to acquire new skills

Expanding day care centers and social living facilities for individuals aged 65 and older

Providing free HPV vaccinations at health centers for individuals aged 9–30

Creating cultural routes to enable individuals particularly those with limited mobility, women, and immigrants to experience the city and increase their mobility

Making Istanbul Metropolitan Municipality (IMM)-affiliated cultural and arts institutions more active in neighborhoods with limited access to cultural opportunities

Offering special discounts for students in Istanbul Metropolitan Municipality (IMM) services (student- friendly menus at Kent Lokantasi, BELTUR cafes, and social facilities, etc.)

Developing institutional capacity to enhance security personnel's ability to intervene in cases of physical violence, harassment, and verbal abuse

Installing safety devices such as panic buttons or emergency buttons in parks and recreational areas and developing related smart applications

Implementing a quota for women in male-dominated professions such as drivers, conductors, engineers, and captains within the transportation sector

Raising awareness among public sector employees regarding discrimination based on ethnicity, religion, and language; gender discrimination; and age discrimination; and providing training on gender-sensitive services, combating gender-based violence, and protecting, supporting, and referring individuals who have experienced violence

Organizing campaigns to encourage institutions to develop their own policy documents on bullying, harassment, and violence

*Table: IMM Vision 2050 Strategy Document

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B. Current Data on Gender Equality

The concept of gender began to be used in the second half of the 20th century particularly in the literature of sociology and women's studies to explain the difference between biological sex and social roles. The view that women's disadvantaged position in society stems not only from biological differences but also from social roles constructed through cultural, historical, and institutional factors has taken shape around this concept. Gender is defined as the totality of roles, responsibilities, behavioral patterns, power relations, expectations, and opportunities attributed to women and men; it is accepted that these structures are produced through institutions such as culture, tradition, religion, and education.¹⁵ At this point, the fundamental aim is to dismantle hierarchies based on gender differences and to transform the relationships, values, systems, and institutions that create the power inequalities arising from these differences.¹⁶

Gender relations involve unequal power dynamics in many areas of life, where men hold a dominant position and women are largely relegated to a secondary role; the shaping of society by a male-dominated approach, in turn, causes this inequality to be reflected in policies and institutional structures.¹⁷ It is believed that developing policies aimed at achieving gender equality primarily at the local level rather than centrally and prioritizing the measurement, evaluation, and monitoring of gender equality initiatives at the local level will accelerate the dissemination of steps taken, efforts made, and initiatives undertaken in this area across the entire country.¹⁸

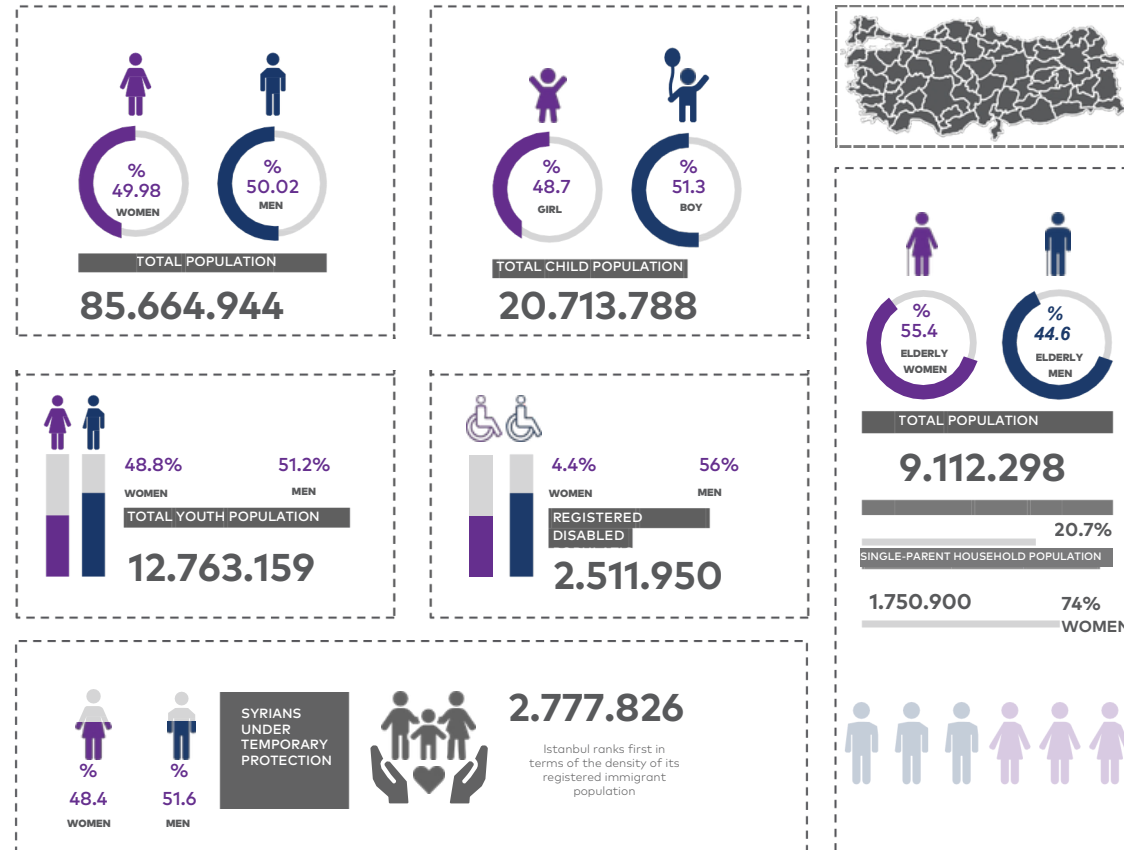
The first step in developing these policies is to assess the current situation at the local level through statistical data and analyses provided by various public institutions and organizations, civil society organizations, labor unions, professional associations, universities, and others. Based on these analyses, groups facing difficulties in accessing equal rights and services should be identified; the needs of these groups should be considered the primary criterion in prioritizing the policies and practices to be developed.





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TURKIYE STATISTICS (2024)

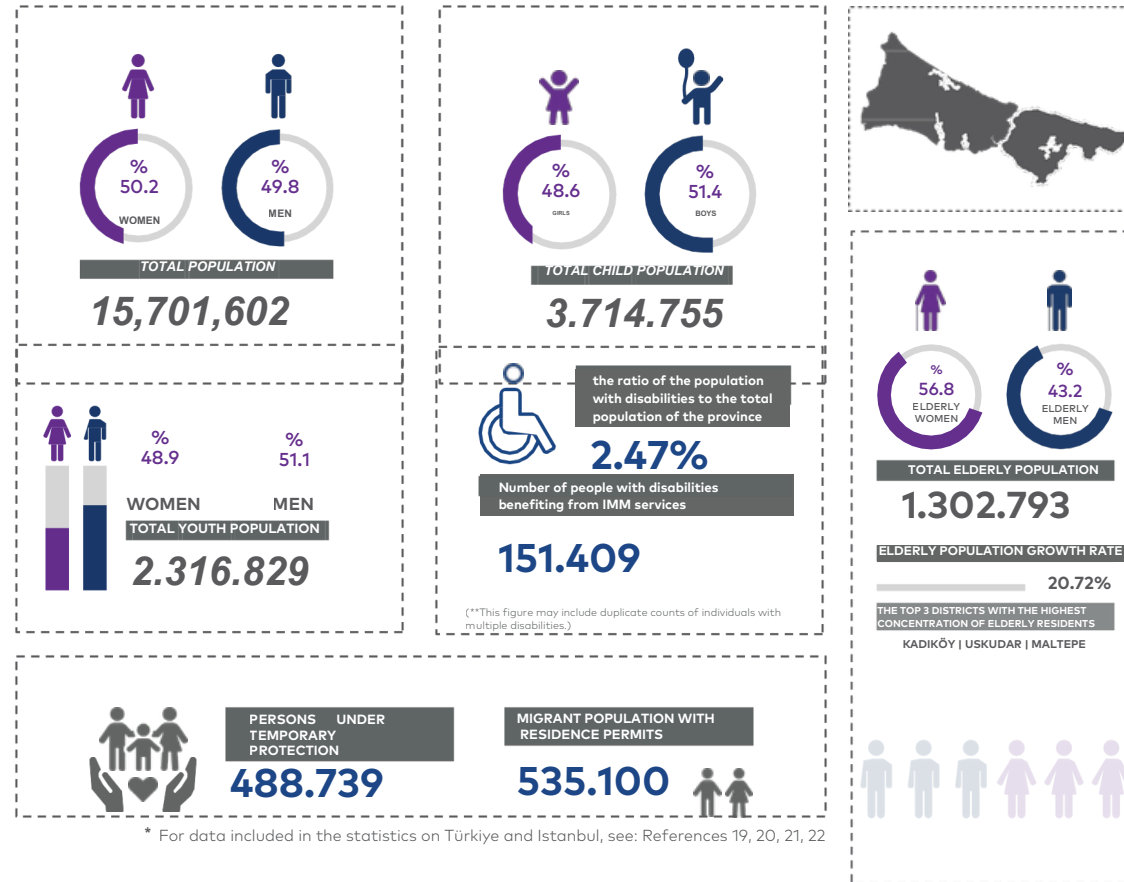


* For data included in the statistics on Türkiye and İstanbul, see: References 19, 20, 21, 22

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ISTANBUL STATISTICS (2024)





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C. Key Areas of Gender Inequality

Studies conducted at the national and international levels to measure gender equality reveal that women living in Türkiye continue to face social, economic, and political inequalities today. In the 2024 Global Gender Gap Index²³ prepared by the World Economic Forum (WEF), Türkiye ranked 127th out of 146 countries with a score of 0.645. The report notes that Türkiye received its lowest score in the Economic Participation and Opportunity sub-index. Türkiye's 2024 sub-index scores and rankings are as follows:

SUB-INDICES	SCORE	RANK (146 COUNTRIES)
Economic Participation and	0.507	133rd
Opportunity Educational Attainment	0.987	35th
Health and Survival	0.966	128th
Political Empowerment	0.118	103rd

Economic Participation and Employment

Although Türkiye has made some progress on gender equality, significant inequalities persist, particularly in the areas of economic and political participation. According to Labor Force Statistics data from February 2025, the total population aged 15 and older in Türkiye was recorded at 66,206,000. Of this population, 49.5% are men and 50.5% are women. However, labor force participation rates show distinct differences by gender. While the labor force participation rate for men is 70.8%, that for women stands at 35.9%. This situation reveals that women's access to the labor market is significantly more limited than that of men.

Looking at employment rates, 66.0% of men are employed, while only 31.9% of women are employed. The fact that the employment rate for women is less than half that of men further exacerbates the inequality in labor force participation in the employment sector. The unemployment rate stands at 6.7% for men and 11.0% for women. This data indicates that, in addition to women's low labor force participation, they are at a greater disadvantage than men in finding employment even when they do participate.

Unemployment rates among the youth population (ages 15–24) are even more striking. While the overall youth unemployment rate stands at 15.0%, this rate is 10.8% for men and 22.7% for women. The unemployment rate among young women is approximately twice that of young men. This situation indicates that young women face greater structural barriers in entering the labor market and that gender-based inequalities are already clearly evident at a young age.

The results of the 2023 Earnings Structure Survey conducted by the Turkish Statistical Institute (TÜİK) reveal that gender-based wage gaps favor men in nearly all sectors in Türkiye. According to the survey data, the average annual gross earnings were determined to be 305,784 TL. This average stands at 314,242 TL for male workers and 289,720 TL for female workers. The only sectors where female employees earn a higher average annual gross income than male employees are transportation and warehousing (414,502 TL) and the production and distribution of electricity, gas, steam, and air conditioning (453,413 TL). In all other sectors, it was found that male employees' average annual gross income exceeds that of female employees.

There are various structural and cultural barriers to women's participation in the workforce. Among these barriers, cultural norms, social prejudices, workplace discrimination, domestic responsibilities, the burden of care, long and inflexible working hours, logistical challenges, and insufficient policy support stand out.

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However, among all these factors, the division of domestic labor and the burden of care in particular stand out as key factors limiting women's participation in the workforce.

According to the 2023 Women's Labor Report prepared by the Labor Research Department affiliated with Genel-İş, part of the Revolutionary Workers' Trade Unions Confederation (DİSK), 9,663,000 women in TuTürkiyetated that they were unable to participate in the workforce due to household chores.²⁴ In contrast, no men were found to have cited household chores as a reason for not participating in the workforce. Furthermore, while the number of women who stated they could not join the labor force due to family and personal reasons was recorded as 2,286,000, the number of men excluded from the workforce for this reason was only 466,000. These data clearly reveal the extent to which women are excluded from employment due to domestic responsibilities and highlight gender-based inequalities.

The low labor force participation rates among women indicate that they are unable to fully benefit from the economic and social opportunities that employment can offer. Yet, employment is a critical tool for addressing gender inequalities between women and men on a global scale. Limited employment opportunities restrict women's economic freedom and lead to the further deepening of gender-based inequalities.

When assessing the overall status of women's employment in TuTürkiyeit is evident that the Istanbul Metropolitan Municipality (IMM) and its affiliates are not exempt from this general trend. Looking at the gender distribution of staff at the Istanbul Metropolitan Municipality and its affiliates, the percentage of female employees rose from 15% in 2019 to 21% in 2024. This increase is the result of strong political commitment over the past five years.

Comprehensive policies and programs must be developed to increase women's participation in the workforce, ensure pay equity, and support greater visibility of women in leadership positions.

In this regard, providing affordable and accessible child care services, promoting flexible work arrangements, and legally guaranteeing pay equity are among the key steps. Furthermore, supporting women's entrepreneurship, developing vocational training programs for women, and effectively combating gender-based discrimination in the workplace are among the strategies that must be implemented to strengthen women's position in the labor market.

Poverty

Poverty is a multidimensional phenomenon that is not limited to a lack of economic resources but restricts individuals' access to basic rights and services. In this context, extreme poverty refers to the inability to access even the most basic needs, such as housing, food, education, and health care. Gender is a key framework that shapes both the experience and the reproduction of this form of poverty. Women particularly those with intersecting identities such as migrants, single mothers, the elderly, or people with disabilities experience the effects of poverty more acutely as a result of structural inequalities. Gender roles limit women's participation in paid work while increasing the burden of invisible labor, such as care work, thereby undermining women's economic independence. To understand how poverty deepens and its scope, it is necessary to examine certain statistics.

The tables below present the quarterly hunger and poverty thresholds for the 2024– 2025 period, as determined by two separate labor unions.

MONTH/YEAR	TÜRK-İŞ	DİSK
December 2024	21,083	21,533
January 2025	22,131	22,075
February 2025	23,324	22,886

Poverty Line Data (TL)²⁵



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MONTH/YEAR	TURK-IS	DİSK
December 2024	68,675	74,552
January 2025	72,088	76,358
February 2025	75,973	79,165

Poverty Line Data (TL) ²⁶

Considering that the net minimum wage set for January 2025 is 22,104.67 TL, it is evident that many households living on the minimum wage remain below the poverty line. According to the Turkish Statistical Institute's (TÜİK) 2024 "Poverty and Living Conditions Statistics" bulletin, the number of people living in poverty in Istanbul was calculated at 2,756,000 based on the established poverty line. According to a separate report, while the proportion of people at risk of poverty or social exclusion in Türkiye stands at 29.3 percent, this rate decreased for the 0–17 and 18–64 age groups between 2021 and 2024; however, it increased for the population aged 65 and older. In 2021, 17 out of every 100 older adults in Türkiye were at risk of poverty or social exclusion, while in 2024, 23 out of every 100 older adults were at risk. When broken down by gender, it was found that 31.5% of the population at risk (29.3%) were women, while 27.1% were men.²⁷

Data on households living on a pension and doing side jobs also indicate an increase in poverty among the population aged 65 and older. According to the findings of the "Retirement in Istanbul 2024 Study," one in six households in Istanbul relies solely on a pension, while one in ten households lives on the lowest pension amount (10,000 TL in 2024). It was found that there are 2,420,000 people in Istanbul receiving old-age pensions, including retirees, and that overall, one in five people is not actively employed but is insured and receives passive income. For these reasons, working among retirees is becoming increasingly common. It is believed that the fact that workers who have worked for many years are forced to continue working even after retirement stems from the low level of their pension benefits. In Istanbul, it was found that

continue to work officially.²⁸ This situation reveals that the expectation of "rest" and a "comfortable life" at the end of one's working life does not hold true for many people in Türkiye.

While poverty prevents individuals from meeting their basic needs, it has much deeper and more lasting effects, particularly on children. This situation has become one of the main factors driving child labor. Child labor refers to a child's participation in economic activities under conditions that are inappropriate for their age and developmental level, thereby negatively affecting their physical, mental, emotional, and social development. This phenomenon is a structural problem that hinders a child's access to their fundamental rights and freedoms particularly the right to education and constitutes a violation of national and international child protection standards. While data on child labor from 2019 sheds light on the conditions at that time, no official research has been conducted since 2019, and even reports published in 2023 have relied on the 2019 data.²⁹

According to official statistics from the Turkish Statistical Institute (TÜİK) ("Statistics on Working Children, 2019 Key Findings"), the number of children engaged in economic activities is 720,000, which corresponds to 4.4% of the total child population. Another study, the "Children in Türkiye 2023: A Statistical Overview" report, showed that the rate of child labor among children aged 5–17 increases significantly as age increases. In particular, the labor force participation rate reaches its highest level at 15.7% among 15–17-year-olds; among 12–14-year-olds, this rate is 3.0%, and among 5–11-year-olds, 0.4%. When analyzed by gender, it was found that boys participate in economic activities at higher rates than girls across all age groups; in the 15–17 age group, this rate reached 21.7% for boys, while it stood at 9.4% for girls. The overall labor force participation rate for boys is 6.0%, while it is 2.6% for girls.

Among 15–17-year-olds who are enrolled in school, 12% are engaged in economic activities, while this rate rises to 32% among those not enrolled in school.

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Furthermore, among children engaged in economic activities, the rate of those whose physical health has been negatively affected by the risk of accidents is 8.5% for boys and 0.9% for girls; this difference indicates that boys face a higher level of health risk due to hazards in their work environments. Among the reasons children work, "helping with the household's economic activities" ranks first at 35.9%, followed by "learning a trade or acquiring a profession" at 34.4% and "contributing to household income" at 23.2%.

Education

Article 4 of the SDGs aims to promote equality and inclusivity in education; it seeks to ensure quality education and lifelong learning opportunities for all by 2030. To achieve this goal, it is of great importance to ensure equality in school enrollment rates for girls and boys and to expand access to quality early childhood education services, particularly in disadvantaged regions. Similarly, removing structural barriers to women's and men's access to all levels of education including higher education will strengthen gender equality through education. Equal opportunities in education directly impact not only individual development but also social development.

Looking at literacy rates in Istanbul, as of 2023, 98% of the 14,543,186 people living in Istanbul that is, 14,310,148 are literate, while 233,038 are illiterate. Of the illiterate population, 0.6% are men and 2.7% are women.³⁰ These figures indicate that women face challenges regarding literacy.

Despite these disparities in literacy rates, a look at net enrollment rates at the primary and secondary education levels reveals that girls participate in education at the same rate as boys. Furthermore, there is no significant difference in net enrollment rates between girls and boys in preschool education (ages 3–5).

enrollment rates. How these data are affected by economic and social changes should be monitored regularly; in particular, research should be conducted on how the withdrawal of children from school varies by gender, especially during times of crisis.

Furthermore, examining why children who are not continuing their education have interrupted their studies could help develop more effective strategies to address this issue. In this context, expanding school-based social service programs that enable the early identification of social risks in educational settings will also be a step toward strengthening the sustainability of access to education, particularly for vulnerable groups.

According to data from the 2023–2024 academic year, the number of female students enrolled in higher education institutions in Türkiye (at the associate's, bachelor's, master's, and doctoral levels) has surpassed the number of male students. According to data from the Council of Higher Education (YÖK), in open education programs, 392,303 female and 189,806 male students are enrolled, while in traditional on-campus programs, there are 482,896 female and 447,908 male students. As a result, a total of 875,199 female and 637,714 male students are currently enrolled in higher education.³¹ While the numerical increase in the number of women in higher education is a positive development, the extent to which this reflects on the labor market, academic career opportunities, and representation in decision-making mechanisms must be further evaluated.

For students coming to Istanbul from other provinces to pursue a university education, housing stands out as a major problem area. Currently, there are 372 private student dormitories, 36 dormitories operated by the Credit and Dormitories Institution (KYK), and 16 student dormitories owned by the Istanbul Metropolitan Municipality (IMM), which began operating for the first time in 2021. However, students from low-income households are unable to fully benefit from these options due to the high costs of private dormitories. This situation makes it extremely difficult for these students to continue their education.



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For this reason, the housing problem must be removed from the list of issues students are forced to worry about and resolved by central and local governments within the framework of public responsibility.

The educational attainment of Romani children is significantly lower than that of the general population. School enrollment, attendance, and academic achievement rates remain low; in particular, transition rates to secondary education remain limited. School dropout rates are concentrated in the 12–15 age group, with only 23% of Romani boys and 28% of Roma girls continue their education. Given that the school attendance rate for children in the same age group across Türkiye is over 90%, the inequality in Roma children's access to education is striking. The 2019 Istanbul Roma Workshop Report and field findings reveal the existence of serious structural barriers to Roma children's access to education. The lack of schools in areas near the neighborhoods where Roma live makes it difficult for children to get to school; when school buses are required, this places a significant financial burden on families. Access to supplementary educational opportunities such as tutoring centers and courses is limited due to financial constraints; children receive an education with insufficient materials and under inadequate conditions. The vast majority of Romani families work in precarious jobs; this situation limits their access to the resources necessary for their children's education.

Similarly, school enrollment rates among refugee children are also low. According to the United Nations Children's Fund (UNICEF) 2023–2024 Back-to-School Campaign Report, as of June 2023, 997,243 refugee children (513,604 boys and 483,639 girls) were enrolled in formal education in Türkiye, with a gross enrollment rate of 64%. Although this rate, more than 450,000 refugee children still lack access to education. Although there has been a decrease in the number of out-of-school children, this number remains at approximately 390,000.

Another group facing social inequalities in access to education is people with disabilities.

People with disabilities face serious barriers to accessing school due to factors such as school buildings that are not adapted for people with physical disabilities, limited accessibility of school buses and other transportation options, and inadequate environmental accommodations. In addition, other challenges faced by children with special needs during their education include a lack of access to special education materials and support services, as well as the fact that teachers often lack sufficient training in educating children with special needs. This situation negatively affects the school enrollment rates of individuals with disabilities and poses a significant obstacle to ensuring the principle of equality in education.

According to the "National Education Statistics: Formal Education 2023/'24" data published by the Ministry of National Education, there were 1,305 students (828 boys, 477 girls) in preschool, 164,815 (102,888 boys, 61,927 girls) in elementary school, 179,503 (112,377 boys, 67,126 girls) in middle school, and 81,367 (49,172 boys, 32,195 girls) in high school for a total of 426,990 students with special needs enrolled in the formal education system. Although these figures reflect only a portion of the total number of individuals with disabilities included in the education system, they highlight the gender distribution and variations across educational levels.

Participation in Decision-Making Mechanisms

In the context of gender equality, it is evident that progress toward strengthening women's political participation in Türkiye has been limited. According to the results of the most recent general election, the number of female members of parliament rose from 100 in the previous legislative term to 121; thus, the representation of women in parliament reached only 20.1 percent. When considering Istanbul specifically, it is observed that 21 of these 121 female members of parliament represent Istanbul; Istanbul's total number of members of parliament is 98.

According to the results of the March 31 local elections, only 5 of the 30 metropolitan municipalities are led by female mayors.

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Looking at the representation of women among mayors in Istanbul, it was found that three districts (Üsküdar, Maltepe, and Bakırköy) are led by female mayors. According to data on gender representation in the Istanbul Metropolitan Municipality (IMM) Council, the proportion of female council members, which stood at 17.39% in 2019, rose to 19.62% in the 2024 elections. Women chair 9 of the 26 council working committees within the Istanbul Metropolitan Municipality; it is noteworthy that the areas of responsibility for these committees are concentrated primarily in social sectors such as social services, family, education, and law.

According to data on neighborhood council members serving in Istanbul's 961 neighborhoods, 197 women were elected in the most recent elections; although this represents a 5% increase compared to the previous term, the proportion remains at around 20.5% relative to men. On the other hand, since 2019, the number of female executives within the Istanbul Metropolitan Municipality (IMM) has tripled, and for the first time in the municipality's history, three women were appointed as Deputy Secretaries-General, marking significant progress in women's representation in decision-making processes.

Looking at the gender distribution of senior managers in Istanbul's 39 district municipalities, it was found that only 37 of the total 228 deputy mayors are women.³² It is clear that discussions on gender equality in local governance cannot be considered independently of the fundamental principles of governance, such as transparency, accountability, and participation. Similarly, it is essential that steps taken to resolve issues encountered in local governance processes be determined from a gender-sensitive perspective. In this context, one of the key areas requiring a solution is increasing women's representation in local governments. It is necessary to identify the social factors underlying the low rates of women's political participation and to analyze these factors using a multidimensional approach.

In this regard, there is a need not only for quantitative data but also for qualitative data and analyses. Answering questions such as why women are unable to participate in political processes, whether they are subjected to gender-based or intersectional discrimination, and whether they have the opportunity to exert an equal influence as men in decision-making processes will enable a more inclusive and effective assessment from a gender equality perspective.

Migration

A multidimensional examination of gender inequality in an urban context requires taking into account not only the general female population but also groups facing multiple disadvantages, such as migration and poverty. In this context, the living conditions of refugee women residing in Istanbul under temporary protection status represent a significant area where urban inequalities become apparent. According to 2025 data from the Directorate General of Migration Management, there are 488,739 people living under temporary protection in Istanbul, a figure representing approximately 3.2% of the city's total population. Additionally, the number of migrants residing in the city with residence permits stands at 535,100.

The results of a field study conducted in 2019 by the General Directorate of Migration Management and the International Organization for Migration (IOM) reveal that the total migrant and refugee population in Istanbul is 1,624,676, with the highest concentrations in the districts of Esenyurt, Fatih, Başakşehir, and Bağcılar. The same study highlights that migrant women are largely employed in low-wage, precarious jobs in domestic cleaning, elderly and child care, the textile industry, and the service sector. The fact that 92% of refugees who sought shelter in Türkiye following the civil war that began in Syria in 2011 live in cities points to the multifaceted challenges this group faces in their process of integration into urban life. For refugee women, these challenges are not limited to economic and social exclusion; they are further compounded by multilayered issues such as access to urban services, social and spatial mobility, gender-based violence, and war trauma.

The findings of the field research conducted by the Migration Research Association in 2024 in the districts of Kadıköy, Esenyurt, Zeytinburnu, and Beyoğlu in Istanbul update and provide further detail on the data collected in 2019.



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The Association's study highlights the structural inequalities faced by migrant children, particularly in the field of education. In districts with high concentrations of migrants, such as Esenyurt, Zeytinburnu, and Beyoğlu, one of the biggest problems encountered in schools is students' insufficient proficiency in Turkish. This situation negatively affects not only individual learning processes but also the overall quality of education within the classroom. Furthermore, tendencies toward exclusion and the formation of cliques have been observed in peer relationships between migrant children and native students; parents' inability to actively participate in their children's educational process due to language barriers has been identified as another structural problem.

When the findings of both studies are evaluated together, it is evident that migrant women and girls face serious inequalities in areas such as access to education, participation in economic life, and the right to benefit from urban services. Therefore, it is of critical importance for local governments to develop inclusive social policies that prioritize the needs of the migrant population particularly women and children in order to address existing inequalities.

Health

In the context of gender equality, key areas requiring solutions include maternal and child health, early marriages, and adolescent and women's health. While the infant mortality rate across Türkiye stands at 9.6 per 1,000, in Istanbul this rate is 7.1 per 1,000. The maternal mortality rate has been determined to be 13.5 per 100,000 live births. On the other hand, the fact that 98 percent of births take place in healthcare facilities indicates that access to services is generally high. However, these indicators do not fully eliminate the effects of early marriages and gender-based health inequalities.

When examining the rates of child, early, and forced marriages in Istanbul, a downward trend in these rates is observed from 2020 to 2024.

However, when examined separately for each year, it is notable that the number of girls married at an early age is approximately ten times higher than that of boys. Preventing early marriage is of critical importance not only from the perspective of children's rights and gender equality but also in terms of preventing early and high-risk births. According to TÜİK data, as of 2023, the number of births to girls under the age of 15 in Istanbul was recorded at 18, while the number of births to girls aged 15–17 was 494. These figures demonstrate that early marriage and childbirth continue to be a social problem.

Behind early and child marriages lie numerous interconnected and mutually reinforcing factors, such as poverty, social norms, and the social roles attributed to girls and boys. These factors point to dynamics that go beyond individual-level decisions and must be evaluated within a structural and cultural framework. Therefore, policies aimed at preventing early marriage must include inclusive and comprehensive approaches that address not only individual preferences but also these multilayered social processes.

Another significant area of concern in the field of health is diseases specific to women. Among the health issues specific to women, breast and cervical cancers the most common types of cancer rank at the top. Breast cancer is the most common type of cancer among women, affecting one in every four women diagnosed with cancer. It has been found to be more prevalent among women in middle and older age groups. According to the Ministry of Health's 2020 Cancer Statistics Report, the most common types of cancer among men were trachea, bronchus, and lung cancers.

On the other hand, cervical cancer ranks among the top ten most common types of cancer in women. The primary cause of cervical cancer is human papillomavirus (HPV) infection. According to the 2020 TTürkiyeCancer Statistics data, the incidence rate of cervical cancer is 4.7 per 100,000, and 2,464 women were diagnosed with cervical cancer within one year. Early diagnosis is critically important for these common types of cancer in women.

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In this context, increasing women's access to healthcare services, raising their levels of health literacy, facilitating access to the HPV vaccine, and promoting education on women's health starting at an early age can be considered among the primary responsibilities of local governments in the field of women's health.

Breast self-examination, which is of critical importance in the early diagnosis of breast cancer, enables women to play an active role in the early diagnosis process; the diagnosis is subsequently confirmed through screenings conducted at healthcare facilities. According to the 2023 Health Statistics, only 20.9% of women aged 15 and older perform a self-breast exam once a month; in contrast, 52.4% do not perform the exam at all. Similarly, the percentages of women who do not undergo mammograms and Pap smears remain high at 65.6% and 64.4%, respectively.

Another key factor affecting women's inability to adequately access basic healthcare services is the insufficient number of specialist physicians in this field. In the table titled "International Comparison of the Number of Obstetricians and Gynecologists per 100,000 People, 2022," Türkiye ranks 33rd among 40 countries and two country groups (the average of 26 European Union (EU) member states and the average of 36 Organization for Economic Cooperation and Development (OECD) member states). The ranking shows that both the EU average and the OECD average are higher than Türkiye's.

Gender-Based Violence and Discrimination

Gender inequality has serious consequences that go beyond limiting women's participation in social and economic life; it directly threatens their right to life. Violence against women is one of the most destructive manifestations of this inequality, and the lack of data in this area makes it difficult for local governments to develop effective policies and services. The most comprehensive study on violence against women in Türkiye, the Survey on Violence Against Women, was last conducted in 2014. Data collected after this date,

however, is primarily compiled through NGOs, academic studies, and services provided by local governments. Indeed, in a study conducted by Çalışkan in 2019, data from the Istanbul Police Department's Public Order Branch for the years 2017–2018 were analyzed, yielding certain statistical findings regarding violence against women and femicides. However, the limited number of such studies poses a significant obstacle to evidence-based policy-making.

Data on more than 28,000 calls received by the "Domestic Violence Emergency Helpline" (2007–2021), operated by the Federation of Women's Associations of Türkiye, provides a more concrete picture of the extent of violence against women. According to an analysis of calls received by the Turkish Federation of Women's Associations (TKDF) Domestic Violence Emergency Helpline, the key findings are as follows:

- In 80% of calls to the emergency hotline, the victims of violence are women. Cases in which both women and children are victims of violence account for 10% of the total.
- 73% of those exposed to violence are married, 12% are single, and 7% are divorced.
- Looking at the age distribution, 42% of those exposed to violence are between the ages of 31 and 55, while 37% are between the ages of 19 and 30. The fewest calls came from the group aged 55 and older.³⁴
- In terms of the geographic distribution of calls, Istanbul ranks first (14,325 cases). Istanbul is followed by Ankara (1,376 cases) and Izmir (1,017 cases). This distribution does not mean that the highest rates of violence occur in these provinces; rather, it indicates that the hotline is better known and more accessible in these provinces.
- While the rate of children exposed to violence stood at 7% in 2012, it has risen over time, reaching as high as 18% during the pandemic.³⁵ These figures clearly demonstrate that violence against women is a multidimensional problem that must be addressed not only in its physical aspects but also in its emotional, social, economic, and sexual dimensions.



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Between November 25, 2020, and February 28, 2025, 8,525 unique individuals benefited from the Istanbul Metropolitan Municipality's (IMM) Women's Support Hotline launched in 2020 as part of a comprehensive approach to combating violence which operates 24/7 and provides services in four languages. While this data highlights the scope of women's search for support, the finding from the Turkish Statistical Institute's 2024 Life Satisfaction Survey that "26.6% of women do not feel safe walking alone at night in their neighborhood" shows that this need for support is not limited to individual experiences but is an indicator of a structural problem. Indeed, while this rate stood at 22.1% in 2023, it increased to 26.6% in 2024. This increase reveals that the perception of insecurity based on gender has become even more pronounced over time.³⁶

It should not be forgotten that the issue of violence is directly related to urban safety as well as to its gender-based dimension. For this reason, it is of great importance to review urban design, lighting systems, security measures, and mechanisms to combat violence from this perspective in order to ensure that women can safely be in public spaces at all hours of the day.

According to data for 2024 published by the "We Will Stop Femicides" Platform, at least 394 women were murdered across Türkiye and 259 women were found dead under suspicious circumstances. Of the 394 women killed, 111 were murdered because they sought to make decisions about their own lives (such as getting a divorce, refusing to marry, or refusing to reconcile); 21 were killed for economic reasons; 2 were killed out of hatred; and 27 were killed for various other reasons. The cause of death for 233 women could not be determined.³⁷

As for women's shelters a vital service in the fight against violence against women there is no comprehensive data publicly available. Yet women's shelters play a critical role in removing women from violent environments, providing safe shelter, and empowering women and their children socially and economically. Pursuant to Article 14(a) of the Municipalities Law No. 5393,

"metropolitan municipalities and municipalities with a population exceeding 100,000 are required to open shelters for women and children". Specifically in Istanbul, 36 districts have populations above this threshold. According to the 2023 monitoring data from the Gender Equality Monitoring Association, there are only 298 women's shelters nationwide in Türkiye. Based on current statements and news reports, it has been determined that many municipalities lack shelters and that the existing ones are insufficient. In this context, the Istanbul Metropolitan Municipality (IMM) opened one women's shelter in 2020 to provide empowering and comprehensive social services to women who have been subjected to violence or are at risk of violence, and work on a second shelter is currently underway.

C. Stakeholder Analyses

Review of Strategy Documents and Workshops

Prior to beginning stakeholder consultations under the 2026–2029 LEAP, the requests received by the IMM Solution Center in 2024 categorized by gender, age, and disability status were examined, along with the IMM Action Plan to Combat Violence Against Women, the IMM Children's Strategy Document, the IMM Strategy Document on Persons with Disabilities, and the IMM Youth Strategy Document were examined. In addition, reports from workshops and meetings held between 2019 and 2024 by IMM units, the Metropolitan Municipal Council (MMC), and the Istanbul City Council were reviewed. The reports reviewed are as follows:

- Urban Poverty
- The Effects of Deepening Poverty on Public Mental Health
- The Health and Social Impacts of the Earthquake
- Roman Women Speak
- Women in Istanbul
- Report on the Workshop on Disasters and Women

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- Workshop Report on Gender and Perceptions of Safety in Istanbul
- Children's Policy Document
- Parent's Handbook: A Guide to Empowering Children Through Play
- "Our Home Istanbul" Children's Activity Center: A Workshop on Innovative Approaches in Collaboration with District Municipalities
- Children's Justice Workshop
- Istanbul Asks Children
- In Collaboration with the UNICEF and the IMM "My Istanbul – Designing Our Roadmap" Youth Workshop
- Youth Workshop Report
- Accessing Istanbul
- Accessibility Workshop
- Healthy Streets Workshop – 1 "Pelini Street Design Workshop"
- Istanbul Taxi Workshop
- RESLOG – Resilience in Local Governance Project: Meeting and Sharing Session with Syrian NGOs
- Istanbul City Council Participation Café Reports (12 different districts)
- MMU What Kind of City for the Elderly
- MMU What Kind of City for Youth

A total of 33 different workshop and meeting reports were reviewed; those that will contribute to LEAP have been identified.

District Municipalities Survey

As part of the plan, the "2026–2029 LEAP Stakeholder Survey (District Municipalities)" was prepared to prioritize implementation recommendations targeting disadvantaged groups in specific districts; it was sent to the relevant municipalities via official correspondence, and recommendations were collected through an online form.

"Hayal Bu Ya" Festival

On June 19–20, 2025, at the "Enstitü İstanbul İSMEK: Hayal Bu Ya" festival organized by the Directorate of Youth and Sports Services, participants touring the fairgrounds were asked to write their dreams and wishes on a bulletin board titled "What Is Your Dream for an Equal Istanbul?" In addition, the 2026–2029 LEAP Survey, prepared as part of the festival, was administered to gather participants' views and suggestions.



Equality Panel



SITUATION ANALYSIS

Target Audience-Focused Workshops

Three-day thematic workshops were held under the coordination and in collaboration with the Directorate General of Social Services and the Directorate General of Strategic Development. Civil society organizations specializing in the field, academics, experts, council members, Mukhtars, and professional associations were invited to the workshops. A total of 223 people participated, representing the aforementioned groups. The outputs from the previous phase of the LEAP, along with ongoing work in the field of equality, were presented to all participants to lay the groundwork for discussions. The outcomes of these discussions were documented in a report, and the recommendations were translated into action, thereby contributing to the plan.



Workshop on Disability Policies and Practices for an Accessible and Equitable Istanbul



Children's Workshop as Part of the Local Equality Action Plan



Joint Steps Toward Equality: Workshop on Women-Centered Local Policies and Practices

SITUATION ANALYSIS



Mukhtar Opinion Form

Under the coordination of the Directorate General of Mukhtar Affairs, the "2026–2029 Local Equality Action Plan Mukhtar Suggestion Form" was prepared to gather Mukhtars' suggestions regarding the plan; it was administered to 208 Mukhtars serving in various districts of Istanbul to gather their views and suggestions on problem areas in their neighborhoods. The responses to the question posed to Mukhtars "What challenges did you face during your candidacy process?" reveal concrete indicators of gender-based discrimination.

WOMEN MUKHTAR	MEN MUKHTAR
ANSWERS	ANSWERS
• LACK OF EDUCATION • INABILITY TO RECEIVE ADEQUATE SUPPORT FROM INSTITUTIONS TO RESOLVE THESE ISSUES • BALLOT ISSUES • CRITICISM AND DISMISSAL OF FEMALE CANDIDACY • CRITICISM OF CLOTHING AND APPEARANCE • AGGRESSIVE BEHAVIOR BY MALE CANDIDATES BASED ON GENDER • EXPOSURE TO VERBAL ATTACKS • INABILITY TO ENTER CERTAIN PLACES EASILY DUE TO BEING A WOMAN (COFFEEHOUSES, MOSQUES, ETC.)	• THE VILLAGE COUNCIL'S PROBLEM WITH REPRESENTATION IN OTHER INSTITUTIONS • INABILITY TO OBTAIN SUFFICIENT SUPPORT FROM INSTITUTIONS TO RESOLVE PROBLEMS • BUDGET CONSTRAINTS • ECONOMIC ISSUES • INABILITY TO PROVIDE SUPPORT TO CITIZENS, ESPECIALLY REGARDING POVERTY AND EMPLOYMENT • POLITICIZATION • IRREGULAR STATEMENTS DURING THE CANDIDACY PROCESS • REGIONAL DISCRIMINATION

Istanbul Metropolitan Municipality Expectations and Satisfaction Survey

The IMM Expectations and Satisfaction Survey, conducted by the Public Relations Department between January and October 2025, was implemented to measure awareness of municipal services and assess citizen satisfaction. During the survey process, in line with a recommendation from the LEAP Coordination Unit, a question was added to the survey form to ask participants about their expectations regarding the Istanbul Metropolitan Municipality's services for disadvantaged groups, particularly children, youth, women, the elderly, and people with disabilities.

A total of 16,947 people participated in the survey; 73.42% of the participants were men and 26.58% were women. According to the survey results, the top requests regarding women were employment support (especially for women with children), support for women entrepreneurs, and social spaces/activities.

Survey of Institutional Development Officers and Department Heads

As part of the 2026–2029 LEAP preparation process, a survey was administered to DBS and KGS staff working in IMM departments to assess their annual experiences and perceptions regarding the LEAP Process. According to the survey results, participants most frequently associated the concept of equality with justice, rights, the rule of law, gender equality, and equal opportunity.

According to the survey results, the LEAP Process has provided the following benefits to employees:

Gaining new concepts and insights,

- Developing a perspective on gender equality,
- Acquiring the ability to think in terms of rights and advocate for them.

Participants highlighted the following challenges within the scope of the process:

- Additional workload during the implementation process,
- Shortcomings in information sharing and consulting,
- Coordination and time management issues.

In addition, participants were asked to suggest action areas and themes that must be included in the LEAP; this information was taken into account during the goal-setting process.



SITUATION ANALYSIS

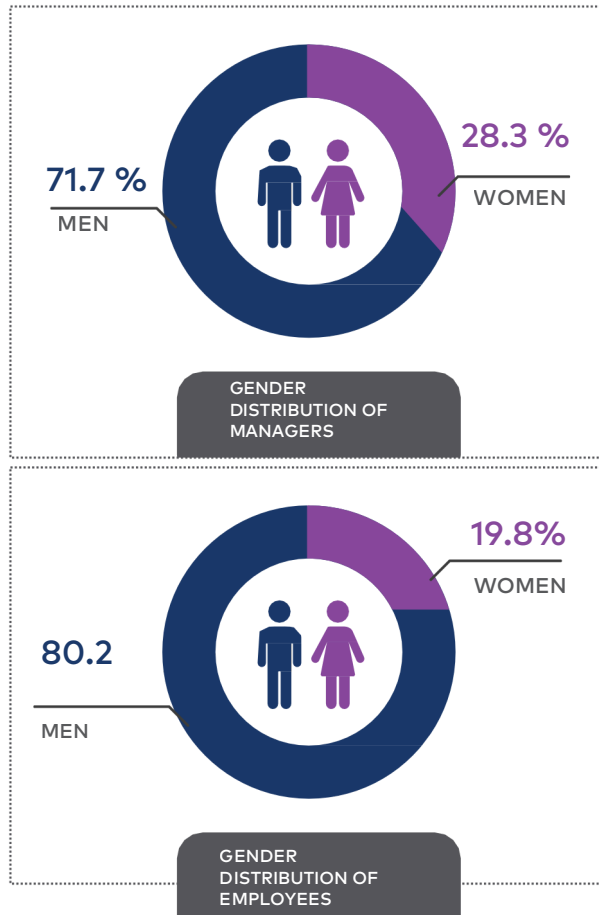
D. Internal Analysis

Internal analysis is a critical starting point for the sustainability of local equality policies. When examining the gender distribution of employees and managers at the IMM, a positive picture emerges regarding women's representation in senior management positions. In particular, the fact that two of the deputy secretaries-general are women serves as an important indicator of women's presence in decision-making mechanisms. The municipality's approach which begins internally and extends to all service areas and the city as a whole represents a critical threshold for the effectiveness and sustainability of local gender equality policies.

Current Status of Equality Initiatives at the Istanbul Metropolitan Municipality

Istanbul Metropolitan Municipality (IMM) addresses local equality policies within the framework of a rights-based and inclusive approach to local governance; it implements this approach through strategic planning, institutional structure, and a widespread service network. The goal of "Developing Services for Social Groups Deprived of Equal Rights," included in the 2025–2029 IMM Strategic Plan, provides a fundamental framework for developing services related to gender equality, children's rights, disability and accessibility, the elderly, care services, and groups in need of social support. In line with this objective, the equality approach is not limited to specific service areas but is holistically reflected in the municipality's work focused on social services, care, housing, education, and participation.

Within the IMM, there are institutional structures that work directly in the field of gender equality. The Directorate of Women's and Family Services, operating under the Directorate General of Social Services, is one of the key units responsible for developing and implementing policies and services aimed at strengthening gender equality. In this context, the Women's Helpline, the Women's Solidarity Unit, and the Women's Shelter all of which are operated under this framework serve as important resources for women to access their rights, combat violence, and be referred to social support mechanisms.



* 35,013 staff members are employed directly, while 3,215 are employed through service contracts. According to 2024 data, a total of 50,761 staff members are working at the municipality. (Source: 2025–2029 Istanbul Metropolitan Municipality Strategic Plan)

SITUATION ANALYSIS



Additionally, through the IMM Women's Vision, launched in 2022, a wide range of services are provided from health to education, career planning to legal counseling, culture and the arts to sports, and nutrition counseling to gender equality initiatives with the aim of supporting women in all areas of life and contributing to their psychosocial empowerment.

The Women's Assembly, operating within the Istanbul City Council, contributes to the development of equality policies by supporting the participation of women and women's organizations in decision-making processes in line with the principles of participatory local governance.

The Women, Family, and Children's Commission, operating within the IMM Council, functions as an institutional mechanism that brings a women- and child-centered perspective to local decision-making processes.

IMM's equality policies are implemented on the ground through specialized units and centers that provide services tailored to different groups with specific needs. The Social Services Branch Directorate, the Child Services Branch Directorate, and the Services for People with Disabilities Branch Directorate play an active role in planning and implementing rights-based services for children, people with disabilities, and groups in need of social support. The Istanbul Darülaceze Branch Directorate, under the Directorate of Healthcare Services, provides protective and supportive services for older adults and individuals requiring long-term care.

The service centers established in line with the Strategic Plan's objectives ensure that equality is implemented in daily life. IMM Student Dormitories support equal opportunity by meeting the housing needs of students continuing their education under safe and accessible conditions. Istanbul Metropolitan Municipality Women's Centers contribute to the local implementation of gender equality by offering counseling, empowerment, and social support services to women. Temporary Shelter Centers provide protective and temporary solutions for individuals

who find themselves in need of shelter during crises and disasters. Neighborhood Houses serve as accessible service points at the neighborhood level, specifically designed to increase the participation of women and children in social life.

Respite Care Centers contribute to sharing the burden of care by providing temporary support to caregivers through services offered under disability and child care programs. These centers are regarded as an important tool for equality, particularly in alleviating the caregiving responsibilities often shouldered by women and supporting women's participation in social life and employment.

Our Home Istanbul Children's Activity Centers strengthen a child-rights-based approach by providing high-quality, accessible, and inclusive educational services during early childhood, thereby contributing to the sharing of caregiving responsibilities.

Built upon the goals, organizational structure, and service network defined in the Strategic Plan, LEAP aims to develop the IMM efforts in the field of equality within a more comprehensive, trackable, and sustainable framework.

2021–2024 Yeep Implementation and Monitoring Evaluation

The monitoring and evaluation activities carried out under the 2021–2024 Local Equality Action Plan were conducted over two separate periods. In 2021–2022, the actions outlined in the plan served as the basis for monitoring; in 2023–2024, monitoring was conducted using the indicators defined following the plan's revision. Due to this methodological difference, it was not possible to conduct a comprehensive four-year evaluation; the analyses were reported in two phases.

By the end of 2022, 15 of the 365 actions listed in the action plan had been completed, while 305 were continuing as routine activities. Under the revised action plan for 2023–2024, a total of 317 indicators were included in the monitoring process. Of these indicators, 26 were completed during the 2021–2022 period.



STATUS ANALYSIS

In 2023, 12 indicators were completed, and in 2024, 4 were completed; thus, the total number of completed indicators reached 42.

In 2023, 260 indicators were routinely monitored, while work on 29 indicators could not be carried out during the monitoring process. The status of the monitored indicators was as follows: 85% were Very Good, 2% were Good, 7% were Moderate, 3% were Weak, and 3% were Very Weak.

In 2024, 257 indicators were routinely monitored, and work related to 15 indicators could not be carried out during the monitoring process. The status of the monitored indicators was as follows: 83% were "Very Good," 5% were "Good," 4% were "Moderate," 3% were Weak, and 4% were Very Weak.

As a result of the monitoring and evaluation efforts carried out under the LEAP, many of the plan's targeted indicators were successfully completed. The completed indicators demonstrate that concrete progress has been made across the plan's various themes and that the initiatives have been effectively implemented. These indicators confirm that the targets set in the areas of institutional structure, gender equality, and social services have been met.

Examples of Completed Indicators:

- Establishment of the LEAP Coordination Unit
- Rate of establishment of the Ethics Commission on Health Equity
- Number of 24/7 crisis hotlines established to address violence, harassment, and sexual assault
- Rate of establishment of the women's health hotline
- Rate of completion of the Map of Violence Against Women
- Completion rate of the Emergency Action Plan outlining necessary measures regarding the rise in violence against women
- Preparation rate of the work program on women's poverty and the fight against poverty
- Number of studies conducted on women's socioeconomic status

- Number of women aged 65 and older benefiting from return migration support
- Percentage of women providing care for people with disabilities interviewed during field research
- Number of tablets distributed to children in need
- Number of mobile libraries opened
- Completion rate of risk mapping studies focused on vulnerable groups for disaster preparedness
- Number of solution centers established for urban planning and development
- Number of villages where an agricultural product inventory was compiled
- Number of households that shopped from home during the pandemic
- Completion rate of the target-audience-focused "Gender-Equal Communication Guide" project





4

LOCAL EQUALITY
ACTION PLAN | 2026–2029

THEMES





THEMES

A. The Relationship Between the Sustainable Development Goals and LEAP

As a strategic tool that embodies the Istanbul Metropolitan Municipality's (IMM) vision of a sustainable and inclusive city, LEAP is directly linked to the United Nations Sustainable Development Goals. LEAP designs policies and practices based on equality and social inclusion in a manner consistent with the SDGs' goals of gender equality, poverty reduction, quality education, health, and livable cities. This approach strengthens both compliance with international standards and sensitivity to local social needs across all municipal services and programs. Thus, the implementation of LEAP provides a comprehensive planning framework that not only enhances equality and participation at the local level but also contributes to global sustainability goals.

Code	LEAP GOAL	SUSTAINABLE DEVELOPMENT GOAL
G1	Strengthening inclusive and equity-sensitive education and lifelong learning opportunities	  
G2	To increase economic empowerment and employment opportunities based on gender equality and inclusivity	   
G3	Building a city with an accessible, safe, and inclusive service approach in urban design and urban services	
G4	To promote participatory and collaborative models in the implementation of gender equality policies at the local level	  
G5	Making cultural and artistic activities accessible to everyone	 
G6	Building a healthy society through accessible, protective, and preventive healthcare services	
G7	Strengthening socioeconomic support and care services through a holistic and rights-based approach	
G8	To promote active participation and opportunities for healthy living in sports and green space services	  
G9	Ensuring a rights-based and egalitarian approach against all forms of violence and discrimination	  

LEAP

THEMES





EDUCATION AND LIFELONG LEARNING

Education and lifelong learning are a fundamental policy area for ensuring social equality. It is viewed as a strategic tool that supports individuals' full and active participation in economic, social, and cultural life. Within the framework of local equality action plans, education is approached not merely as a service area aimed at imparting knowledge and skills, but as a comprehensive public intervention that contributes to reducing structural inequalities, particularly gender inequality.

Within this framework, it is defined as a fundamental priority that education and lifelong learning policies be planned and implemented in a way that ensures equal access to education for children, youth, the elderly, people with disabilities, migrants, and other disadvantaged groups particularly women and girls. The lifelong learning approach is based on strengthening flexible, accessible, and inclusive learning environments that can respond to the changing needs of individuals at different stages of life.

Gender inequality is one of the fundamental structural issues limiting women's participation in adult education. Women's caregiving responsibilities, economic vulnerabilities, inequalities in access to digital tools, and spatial and temporal constraints directly affect their participation in educational processes. Therefore, addressing education policies from a gender equality perspective requires a holistic approach that goes beyond simply increasing women's access to education; it must support their empowerment through education, their participation in economic production, and their agency in social life.

Lifelong learning services including professional development, entrepreneurship, career, and technology literacy training programs are increasing women's participation in the workforce and enabling them to take on skilled roles in production processes. Furthermore, the expansion of accessible, safe learning environments tailored to local needs for women who cannot read or write is a critical policy area in terms of the universality and equality of the right to education.

Activities under the theme of "Education and Lifelong Learning" constitute one of the core policy pillars of the Local Equality Action Plan; beyond economic empowerment, they also contribute to social awareness, access to rights-based information, and the fight against violence. Strengthening accessible educational environments for people with disabilities, including individuals with diverse linguistic and cultural backgrounds in learning processes, and expanding local learning opportunities form the foundation of an inclusive approach.

In this context, educational services are provided across a wide range of fields from information technology to gastronomy, from media and communication to fashion design, and from environmental awareness to climate change and activities are carried out to enhance women's knowledge, skills, and competencies. Safe housing services are provided to female students coming to Istanbul for university education; study workshops, school-supporting activities, and supplementary educational programs are conducted for children and youth to strengthen their academic achievement and personal development.

All these efforts are approached from a lifelong learning perspective; they are delivered as services that support the social, physical, and personal development of women and other groups affected by inequality through a holistic approach. Within the framework of the Local Equality Action Plan, our education and lifelong learning services tailored to the needs of various social groups will continue to be provided with increased participation rates.

Dr. Barış YILDIZ | Head of the Department of Youth and Sports Services

THEME

EDUCATION AND LIFELONG LEARNING

GOAL

STRENGTHENING INCLUSIVE AND EQUITY-SENSITIVE EDUCATION AND LIFELONG LEARNING OPPORTUNITIES

**OBJECTIVE 1:** To increase inclusive and equity-based awareness-raising activities focused on environmental consciousness

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G101A1 Organizing technical tours and educational activities for youth and children at Waste Management Facilities	Number of participants in technical tours/educational activities at Waste Management Facilities and schools	Person	Annual	2026	8.200	Department of Environmental Protection and Control		Provincial Directorate of National Education Universities
				2027	8.400			
				2028	8.600			
				2029	8.800			
G101A2 Conducting activities aimed at raising children's awareness of the importance of ocean cleanup and environmental consciousness	Number of children reached through environmental awareness education and outreach activities	Person	Annual	2026	5.000	Department of Environmental Protection and Control		Provincial Directorate of National Education
				2027	5.000			
				2028	5.000			
				2029	5.000			
	Number of children reached through initiatives aimed at promoting marine cleanup and environmental awareness	Person	Annual	2026	14.000	Department of Environmental Protection and Control		Provincial Directorate of National Education
				2027	14.000			
				2028	14.000			
				2029	14.000			
G101A3 Organizing waste management and zero-waste training sessions and events for women, children, and youth at Transformation Workshops	Number of participants in waste management and zero-waste training sessions and events at the Transformation Workshops	Person	Annual	2026	7.900	Department of Environmental Protection and Control		
				2027	8.200			
				2028	8.350			
				2029	8.500			
G101A4 Conducting awareness campaigns for women and children on climate change and its effects	Number of people reached through awareness-raising activities for women and children on climate change and its impacts	Person	Annual	2026	5.000	Department of Environmental Protection and Control		Provincial Directorate of National Education
				2027	5.000			
				2028	5.000			
				2029	5.000			

OBJECTIVE 2: To develop comprehensive social policies that support children's and youth's access to and retention in education, their safe development, and their participation in equal opportunities

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G102A1 Providing stationery sets to children	Number of children benefiting from stationery sets	Person	Annual	2026	50.000	Department of Youth and Sports Services		Provincial Directorate of National Education
				2027	50.000			
				2028	50.000			
				2029	50.000			

OBJECTIVE 2: Develop comprehensive social policies that support children's and youth's access to and retention in education, their safe development, and their participation in equal opportunities (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G102A2 Creating spaces where children and youth can study and providing academic support	Number of study support workshops opened in Neighborhood Houses	Unit	Annual	2026	4.000	Department of Social Services		
				2027	4.100			
				2028	4.200			
				2029	4.300			
	Number of Istanbul Metropolitan Municipality (IMM) Workshop Classes	Unit	Cumulative	2026	18	Department of Youth and Sports Services	Department of Survey And Projects Department of Technical Works	
				2027	19			
				2028	20			
				2029	20			
	Number of children/youth receiving education at the Istanbul Metropolitan Municipality (IMM) Workshop	Person	Annual	2026	3.430	Department of Youth and Sports Services		
				2027	3.710			
				2028	3.990			
				2029	4.270			
G102A3 Increasing awareness-raising activities for children and families to address the negative effects of digital platforms on children	Number of participants in digital safety training sessions	Person	Annual	2026	1.500	Department of Social Services	Department of Information Technologies	
				2027	1.750			
				2028	2.000			
				2029	2.500			
G102A4 Organizing school-related activities to encourage regular participation by parents and children	Number of school-related support activities organized	Unit	Annual	2026	550	Department of Social Services		
				2027	600			
				2028	650			
				2029	700			
	Number of children benefiting from school-related support activities	Person	Annual	2026	6.700	Department of Social Services		
				2027	6.800			
				2028	6.900			
				2029	7.000			
G102A5 Identification and reporting of children not enrolled in school through social assessments and home visits	Number of children identified and reported as not enrolled in school through social assessments and home visits	Person	Annual	Monitoring Indicator*		Department of Social Services		District Directorates of Family and Social Services Provincial Directorate of National Education
G102A6 Providing public transportation awareness training to children as part of social responsibility projects	Number of children participating in public transportation awareness training	Person	Annual	2026	500	Department of Transportation		IETT
				2027	500			
				2028	500			
				2029	500			

*No targets have been set for these monitoring indicators; they will be monitored annually based on actual performance data.

OBJECTIVE 2: Develop comprehensive social policies that support children's and youth's access to and retention in education, their safe development, and their participation in equal opportunities (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G102A7 Ensuring that internship opportunities are provided in a way that maintains a 50% representation of women	Percentage of women provided with internship opportunities	%	Annual	2026	50	Department of Human Resources and Education	Directorate of Subsidiaries Coordination	Provincial Directorate of National Education Universities
				2027	50			
				2028	50			
				2029	50			
G102A8 Opening of student dormitories from a gender-sensitive perspective	Number of women's student dormitories opened	Unit	Cumulative	2026	11	Department of Youth and Sports Services	Department of Survey And Projects	
				2027	12		Department of Technical Works	
				2028	14			
				2029	16			

OBJECTIVE 3: Expand access to education and lifelong learning opportunities for all segments of society based on the principles of equality, inclusivity, and accessibility

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G103A1 Providing "Turkish for Foreigners" language training	Number of participants in the "Turkish for Foreigners" language program	Person	Annual	2026	215	Department of Youth and Sports Services	Department of Social Services	Provincial Migration Administration Directorate
				2027	215			
				2028	215			
				2029	215			
G103A2 Turkish speaking club workshops aimed at reducing the impact of language, interpreter-assisted and multilingual publications are being organized.	Number of activities organized to reduce language barriers	Unit	Annual	2026	400	Department of Social Services		Provincial Migration Administration Directorate District Municipalities NGOs
				2027	450			
				2028	500			
				2029	550			
G103A3 Providing course services in the areas of vocational training, university preparation, and E-KPSS for people with disabilities	Number of participants in vocational and personal development training programs for people with disabilities	Person	Annual	2026	250	Department of Social Services	Department of Youth and Sports Services	NGOs
				2027	270			
				2028	300			
				2029	330			
G103A4 Informing people with disabilities about their legal rights	Number of people with disabilities informed about their legal rights	Person	Annual	2026	3.000	Department of Social Services		Istanbul Bar Association NGOs
				2027	3.200			
				2028	3.400			
				2029	3.600			
G103A5 Expanding Institute of İstanbul ISMEK programs	Number of women participating in training programs	Person	Annual	2026	650.000	Department of Youth and Sports Services		
				2027	700.000			
				2028	750.000			
				2029	800.000			
G103A6 Organizing training programs aimed at improving the quality of life for older adults	Number of training sessions organized to improve the quality of life for older adults	Unit	Annual	2026	170	Department of Social Services	Department of Youth and Sports Services	NGOs
				2027	175		Department of Health Affairs	
				2028	180			
				2029	185			

OBJECTIVE 4: Strengthen education and awareness programs that develop women's knowledge, skills, and qualifications from a gender equality perspective

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G1O4A1 Organizing awareness-raising seminars on gender equality at Istanbul ISMEK centers	Number of participants in seminars on gender equality	Person	Annual	2026	5.000	Department of Youth and Sports Services	Department of Social Services	NGOs
				2027	5.000			
				2028	5.000			
				2029	5.000			
G1O4A2 Developing women's success stories; sharing these stories with various women's groups through interviews, workshops, panels, digital content, and publications	Number of women participating in talks, workshops, panels, and similar events where women's success stories are shared	Person	Annual	2026	15.000	Department of Social Services	Department of City History, Promotion and Tourism Department of Culture, Arts and Social Affairs	Library of Women's Works and Information Foundation
				2027	15.100			
				2028	15.200			
				2029	15.300			
G1O4A3 Organizing volunteer-based workshops focused on personal development and skill-building for women and children	Number of people reached through the workshops	Person	Cumulative	2026	1.500	Directorate of Subsidiaries Coordination	Department of Social Services	
				2027	3.000			
				2028	5.000			
				2029	7.000			
G1O4A4 Providing technology literacy training to women	Number of women participating in the technology literacy training program	Person	Annual	2026	30.000	Department of Youth and Sports Services		
				2027	35.000			
				2028	40.000			
				2029	45.000			
G1O4A5 Conducting awareness campaigns on safe food consumption for women	Number of women receiving food literacy training	Person	Annual	2026	2.350	Department of Youth and Sports Services		
				2027	2.400			
				2028	2.450			
				2029	2.500			
G1O4A6 Increasing literacy training for women in easily accessible locations	Number of women participating in literacy courses	Person	Annual	2026	625	Department of Youth and Sports Services	Department of Social Services	Provincial Directorate of National Education
				2027	650			
				2028	675			
				2029	700			



ECONOMIC EMPOWERMENT AND EMPLOYMENT

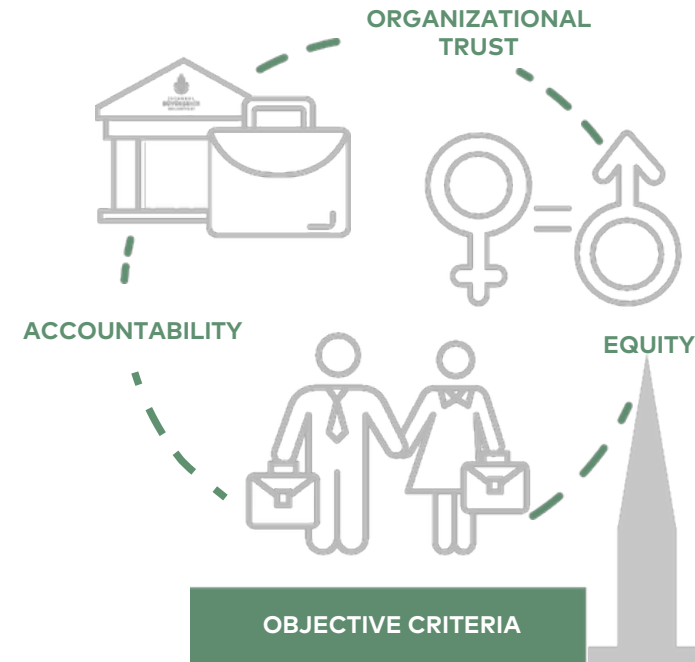
As the Istanbul Metropolitan Municipality, our fundamental approach to economic empowerment and employment is not limited to merely meeting the institution's staffing needs; rather, it is based on supporting an inclusive and sustainable economic structure throughout the city. The initiatives carried out within this framework are addressed as a comprehensive policy under the headings of merit-based employment and equal opportunity. Our priority in human resources management is to ensure full compliance with the principles of transparency and meritocracy. Hiring processes are conducted using objective criteria based on candidates' competencies and are managed in accordance with the principles of equality, accountability, and institutional trust.

One of the most important elements of our employment policies is increasing women's participation in the workforce. Within the Istanbul Metropolitan Municipality (IMM), efforts to increase the number of female employees in both field and administrative positions are being implemented with great care. We place importance on increasing women's representation not only at the employee level but also in managerial positions. Additionally, social policies such as the expansion of daycare services to support working mothers in maintaining their careers are being implemented as part of this process.

In conclusion, actions are guided by the understanding that economic empowerment is achieved not only through employment but also through internal communication, professional development, and organizational commitment. In line with this approach, initiatives that support employees' professional development, strengthen organizational commitment, and promote an inclusive work culture will be steadfastly continued.

Kurtuluş GEMİCİOĞLU

Head of the Department of Human Resources and Education



THEME

ECONOMIC EMPOWERMENT AND EMPLOYMENT

GOAL

GENDER EQUALITY AND INCLUSIVITY: INCREASING OPPORTUNITIES FOR ECONOMIC EMPOWERMENT AND EMPLOYMENT



OBJECTIVE 1: Strengthen the perspectives of gender equality and inclusivity in the municipality's employment policies

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G201A1 Training for Regional Employment Office staff on referring individuals with various types of disabilities to appropriate employment opportunities	Number of training sessions provided to staff to guide individuals with disabilities toward suitable employment opportunities	Unit	Cumulative	2026	1	Department of Youth and Sports Services	Department of Human Resources and Education	
				2027	2			
				2028	3			
				2029	4			
G201A2 The proportion of female employees and female managers 50%	Proportion of female civil servants/workers	%	Cumulative	Monitoring Indicator*		Department of Human Resources and Education	All Departments	
	Percentage of Female Managers	%	Cumulative	Monitoring Indicator*		Department of Human Resources and Education		
G201A3 Increasing the employment participation of employees with disabilities and keeping disability-related information up to date	Percentage of civil servants/workers with disabilities	%	Cumulative	Monitoring Indicator*		Department of Human Resources and Education	All Departments	
	Percentage of employees with disabilities whose disability information is up to date	%	Annual	2026	100	Department of Human Resources and Education	All Departments	
				2027	100			
				2028	100			
G201A4 Establishment of baby care and breastfeeding rooms in IETT service buildings	Number of existing baby care and breastfeeding rooms in IETT service buildings	Unit	Cumulative	2026	1	Department of Transportation	Department of Strategy Development	IETT
				2027	2			
				2028	3			
				2029	4			

*No targets have been set for these monitoring indicators; they will be monitored annually based on actual performance data.

OBJECTIVE 2: To empower women in entrepreneurship and production

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G202A1 Conducting training activities aimed at strengthening women's production capacities and increasing their participation in the workforce in the food sector	Number of training programs offered in the field of gastronomy and culinary arts	Unit	Annual	2026	118	Department of Youth and Sports Services		
				2027	120			
				2028	122			
				2029	124			

OBJECTIVE 2: To empower women in entrepreneurship and production (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G202A2 Increasing the number of Women's Labor Production Workshops	Number of women benefiting from Women's Labor Production Workshops	Person	Annual	2026	19.500	Department of Social Services	Department of Youth and Sports Services	District Municipalities Women's Cooperatives Private Sector
				2027	20.000			
				2028	20.500			
				2029	21.000			
G202A3 Implementation of professional development, entrepreneurship, and career programs to support the economic empowerment of women.	Number of women participating in the entrepreneurship training program	Person	Annual	2026	100	Department of Youth and Sports Services	Department of Information Technologies	
				2027	110			
				2028	120			
				2029	130			
	Number of women participating in employment-oriented vocational training programs	Person	Annual	2026	18.000	Department of Youth and Sports Services		
				2027	20.000			
				2028	22.000			
				2029	24.000			
	Number of women participating in career support training and seminars	Person	Annual	2026	45.000	Department of Youth and Sports Services		Universities
				2027	45.500			
				2028	46.000			
				2029	46.500			
G202A4 To strengthen women's participation in economic production, educational programs in agriculture and livestock sectors	Number of women participating in training programs in agriculture and livestock farming	Person	Annual	2026	14.000	Department of Youth and Sports Services	Department of Agricultural Services	
				2027	14.500			
				2028	15.000			
				2029	15.500			
G202A5 Supporting Women's Entrepreneurship Under the TechIstanbul Initiative	Number of supported startups led by women	Unit	Annual	2026	110	Department of Information Technologies	Department of Youth and Sports Services	Private Sector
				2027	120			
				2028	130			
				2029	140			
	Number of women entrepreneurs benefiting from the Entrepreneurship School	Person	Annual	2026	50	Department of Information Technologies	Department of Youth and Sports Services	Private Sector
				2027	100			
				2028	100			
				2029	100			
G202A6 Enhancing agricultural resilience by providing female producers with climate-friendly farming techniques, seeds, equipment, and financial support	Number of women farmers benefiting from agricultural support	Person	Annual	Monitoring Indicator*		Department of Agricultural Services		District Municipalities Women's Cooperatives NGOs

*No targets have been set for monitoring indicators; monitoring will be conducted annually based on actual performance data.

OBJECTIVE 3: To support women's secure participation in employment and economic life

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G2O3A1 Promoting and supporting women's employment through Regional Employment Offices	Percentage of women placed in jobs	%	Annual	2026	40	Department of Youth and Sports Services		Mukhtars Private Sector
				2027	41			
				2028	42			
				2029	43			
G2O3A2 Supporting the participation of young artists and musicians in cultural and artistic production processes	Number of young artists/musicians supported in cultural and artistic production processes	Person	Annual	2026	419	Department of Culture, Arts and Social Affairs	Directorate of Subsidiaries Coordination Department of Social Services	Professional Associations Artists Unions
				2027	431			
				2028	443			
				2029	454			
G2O3A3 Providing free public transportation support to facilitate job seekers' access to employment	The percentage of women among job seekers receiving transportation support through BIO QR	%	Annual	2026	47	Department of Transportation	Department of Youth and Sports Services	İŞKUR Social Security Institution Provincial Directorate
				2027	48			
				2028	49			
				2029	50			
G2O3A4 Ensuring that women staying in women's shelters are referred to employment in order to support their participation in the workforce	Number of women staying in women's shelters who were referred to employment	Person	Annual	2026	110	Department of Social Services	Department of Youth and Sports Services	İŞKUR
				2027	135			
				2028	135			
				2029	135			
	Number of women staying at women's shelters who are employed through Regional Employment Offices	Person	Annual	2026	5	Department of Youth and Sports Services	Department of Social Services	Private Sector
				2027	6			
				2028	7			
				2029	8			
G2O3A5 Implementation of initiatives to encourage and support female artists in various fields of art	Number of female artists receiving support in the arts	Person	Annual	2026	300	Department of Culture, Arts and Social Affairs	Directorate of Subsidiaries Coordination Department of Social Services	Professional Associations
				2027	350			
				2028	400			
				2029	450			
G2O3A6 Ensuring the participation of women producers in producer markets	Number of women producers participating in farmers' markets	Person	Annual	Monitoring Indicator*		Department of Agricultural Services		

*No targets have been set for monitoring indicators; progress will be tracked annually based on actual data.



SAFE AND ACCESSIBLE CITY

To make Istanbul a more equitable, safe, and accessible city, urban policies must center on the principles of gender equality, accessibility, and rights-based planning. This approach aims to create equitable public spaces where women, children, youth, older adults, people with disabilities, and all members of society can coexist in daily life and access public services on equal terms.

Every type of public space addressed within the scope of urban design is also a place for encounter, socialization, and solidarity. Ensuring that public spaces are equally accessible and usable for all users directly enhances the quality of urban life. It is essential that every individual in a city be able to reach their desired destination without needing assistance from others and use public spaces safely at all hours of the day. This goal can be achieved through fundamental design decisions such as appropriate sidewalk widths and levels, ramp gradients that meet standards, adequate and properly positioned lighting systems, slip-resistant paving materials, and information signs that accommodate all types of disabilities.

Accessibility initiatives should be carried out using a systematic and data-driven approach. A comprehensive physical accessibility inventory should be prepared for all public spaces; priority improvements should be planned and implemented based on the data obtained. In this context, elements such as sidewalks, ramps, bus stops and crosswalk arrangements, audible and visual aids for traffic lights, tactile paving, and Braille signage must be planned and implemented in a holistic manner. These arrangements are of critical importance not only for people with disabilities but also for parents using strollers, older adults, children, and anyone with limited mobility.

The goal of a safe and accessible city must be supported by a participatory planning approach. Processes should be shaped by incorporating the views and suggestions of user groups from different segments of society. This goal can be achieved through participatory processes and gender-sensitive policies. Through data-driven planning, the inclusion of local actors in the process, and the joint implementation of universal design practices, İstanbul will achieve a more equitable, safe, and livable urban identity.

Serap ÖBEKÇİ
Head of Department of Survey And Projects

THEME
GOAL

SAFE AND ACCESSIBLE CITY

BUILDING A CITY THROUGH AN ACCESSIBLE, SAFE, AND INCLUSIVE APPROACH TO URBAN DESIGN AND URBAN SERVICES

OBJECTIVE 1: To enhance the safety of groups affected by inequality by strengthening disaster preparedness capacity and awareness

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G3O1A1 Taking into account the increased risk of violence during critical situations such as disasters, the risk map created for groups affected by inequality such as women, children, people with disabilities, the elderly, etc. regularly update the risk map created for these groups	Update rate of risk mapping studies conducted with a focus on groups affected by inequality	%	Annual	2026 2027 2028 2029	100 100 100 100	Department of Disaster Affairs	Department of Information Technologies Department of Social Services	AFAD Provincial Directorate of Family and Social Services Provincial Health Directorate
G3O1A2 Planning and integrating the processes related to nutrition, health, psychosocial support, and access to and distribution of medical supplies for groups such as infants, children, pregnant women, people with disabilities, and the elderly into the Istanbul Metropolitan Municipality (IMM) Emergency and Disaster Response Plan	Update rate of the Istanbul Metropolitan Municipality (IMM) Emergency and Disaster Response Plan	%	Cumulative	2026 2027 2028 2029	40 60 90 100	Department of Disaster Affairs	Department of Social Services	AFAD Provincial Directorate of Family and Social Services Provincial Health Directorate NGOs
G3O1A3 Development of disaster education materials	Number of disaster education materials developed for children distributed	Unit	Annual	2026 2027 2028 2029	6.000 6.250 6.500 6.750	Department of Disaster Affairs	Department of Press, Publications, and Public Relations Department of Social Services	AFAD Provincial Directorate of National Education NGOs
	Number of disaster education materials developed for people with disabilities distributed	Unit	Annual	2026 2027 2028 2029	500 500 500 500	Department of Disaster Affairs	Department of Press, Publications, and Public Relations Department of Social Services	AFAD Provincial Directorate of Family and Social Services Provincial Directorate of National Education Provincial Directorate of Health
G3O1A4 Providing play-based disaster education for children using trauma-sensitive approaches	Number of children who received play-based disaster education	Person	Annual	2026 2027 2028 2029	6.000 6.250 6.500 6.750	Department of Disaster Affairs	Department of Social Services	AFAD Provincial Directorate of National Education NGOs
G3O1A5 Providing training to support people with disabilities and their families in acting independently and collectively during disasters	Number of participants in training programs designed to support people with disabilities and their families in acting independently and collectively during disasters	Person	Annual	2026 2027 2028 2029	100 150 200 250	Department of Disaster Affairs	Department of Social Services	AFAD Provincial Directorate of Family and Social Services Provincial Directorate of National Education Provincial Directorate of Health
G3O1A6 Organizing disaster awareness training sessions for women in neighborhoods	Number of women participating in disaster awareness training sessions	Person	Annual	2026 2027 2028 2029	17.000 18.000 19.000 20.000	Department of Disaster Affairs	Department of Mukhtar Services Department of Social Services	AFAD NGOs

OBJECTIVE 1: Enhance the safety of groups affected by inequality by strengthening disaster preparedness capacity and awareness (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G3O1A7 Keeping the Disability Map—created to identify individuals with disabilities who may require support during states of emergency, disasters, and crises—up to date	Update rate of the Disability Map, created to identify individuals with disabilities who may require support during states of emergency, disasters, and crises	%	Annual	2026	100	Department of Social Services	Department of Disaster Affairs	AFAD Provincial Health Directorate
				2027	100		Department of Information Technologies	
				2028	100			
				2029	100			
G3O1A8 Providing disaster training to municipal staff who serve people with disabilities	Number of staff members participating in disaster training	Person	Annual	2026	300	Department of Disaster Affairs	Department of Human Resources and Education	AFAD NGOs
				2027	300		Department of Social Services	
				2028	300			
				2029	300			
G3O1A9 Providing disaster preparedness training at Istanbul Metropolitan Municipality Higher Education Student Dormitories and Yuvamiz Istanbul Children’s Activity Centers	Number of children participating in disaster education programs at Yuvamiz Istanbul Children’s Activity Centers	Person	Annual	2026	4.000	Department of Disaster Affairs	Department of Social Services	AFAD
				2027	4.000			
				2028	4.000			
				2029	4.000			
	Number of students participating in disaster preparedness training sessions held at Istanbul Metropolitan Municipality (IMM) Higher Education Student Dormitories	Person	Annual	2026	3.000	Department of Disaster Affairs	Department of Youth and Sports Services	AFAD
				2027	3.000			
				2028	3.000			
				2029	3.000			

OBJECTIVE 2: Strengthen equal participation by making access to public services and information resources inclusive and accessible

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G3O2A1 Expanding the availability of free Wi-Fi hotspots to ensure equal access to digital services, communication, and information for groups affected by inequality	Number of Istanbul Metropolitan Municipality Wi-Fi hotspots	Unit	Cumulative	2026	6.100	Department of Information Technologies	Department of Technical Works	
				2027	6.300		Department of Parks, Gardens and Green Areas	
				2028	6.500			
				2029	6.700			
G3O2A2 Ensuring that systems such as screen readers, text magnification, audio guidance, and voice response in the Istanbul Metropolitan Municipality's digital services are made accessible to all types of disabilities	Number of applications brought into compliance with WCAG 2.2 Level A accessibility criteria	Unit	Cumulative	2026	80	Department of Information Technologies	Department of Social Services	NGOs
				2027	160			
				2028	240			
				2029	320			
G3O2A3 Providing services via a video call center infrastructure to improve access to municipal services for individuals with hearing impairments	Number of calls supported via video with sign language	Unit	Annual	Monitoring Indicator*		Department of Press, Publications, and Public Relations	Department of Social Services	NGOs

*No targets have been set for the monitoring indicators; monitoring will be conducted annually using actual data.

OBJECTIVE 2: Strengthen equal participation by making access to public services and information resources inclusive and accessible (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G3O2A4 Ensuring the Mor Haritam remains up-to-date and promoting its widespread use	Update rate of Mor Haritam data	%	Annual	2026	100	Department of Social Services	Department of Information Technologies	District Municipalities NGOs
				2027	100			
				2028	100			
				2029	100			
	Number of initiatives undertaken to increase awareness of Mor Haritam	Unit	Annual	2026	1	Department of Social Services	Department of Press, Publications, and Public Relations	
				2027	1			
				2028	1			
				2029	1			
G3O2A5 Providing sign language training to staff	Percentage of staff receiving sign language training	%	Annual	2026	25	Department of Human Resources and Education	All Departments	
				2027	30			
				2028	35			
				2029	40			
G3O2A6 Continuing the use of multiple languages in ALO 153 Solution Center services	Number of languages used in services provided through the ALO 153 Solution Center	Unit	Annual	2026	10	Department of Press, Publications, and Public Relations	Department of Human Resources and Education Directorate of Subsidiaries Coordination	NGOs
				2027	10			
				2028	10			
				2029	10			
G3O2A7 Making the Istanbulkart mobile app accessible to everyone	Accessibility rate of the Istanbulkart mobile app	%	Cumulative	2026	100	Directorate of Subsidiaries Coordination		
				2027	100			
				2028	100			
				2029	100			

OBJECTIVE 3: Promote accessible and safe design in public spaces and urban infrastructure

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G3O3A1 Placement of accessibility warning signs in appropriate locations in pedestrian areas along main thoroughfares	Warning signs for people with disabilities installed in pedestrian areas on main thoroughfares	m ²	Annual	2026	2.000	Department of Road Construction, Maintenance, and Repair	Department of Technical Works	
				2027	2.000			
				2028	2.000			
				2029	2.000			
G3O3A2 Development of independent living training programs based on daily lifescenarios and real-world experiences	Number of participants in independent living training programs	Person	Annual	2026	2.800	Department of Social Services	Directorate of Subsidiaries Coordination	NGOs
				2027	2.900			
				2028	3.000			
				2029	3.100			

*No targets have been set for the monitoring indicators; monitoring will be conducted annually using actual data.

OBJECTIVE 3: Promote accessible and safe design in public spaces and urban infrastructure (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G3O3A3 Inspection of municipal buildings for accessibility for people with disabilities	Number of inspections conducted in accordance with the Accessibility Guidelines	Unit	Annual	Monitoring Indicator*		Department of Survey And Projects	All Departments	
G3O3A4 Implementation of tactile surfaces in all public squares for individuals with visual impairments	Number of tactile paving areas installed for visually impaired individuals	Unit	Annual	Monitoring Indicator*		Department of Technical Works	Department of Survey And Projects Directorate of Subsidiaries Coordination	
G3O3A5 Construction of ramps at the beginning and end of sidewalk islands and at crosswalks that meet accessibility standards	Number of ramps constructed in accordance with accessibility standards on renovated streets	Unit	Annual	2026	500	Department of Road Construction, Maintenance, and Repair	Department of Technical Works	Ministry of Family and Social Services NGOs
				2027	500			
				2028	500			
				2029	500			
G3O3A6 Installation of curbs in compliance with accessibility standards	Number of curbs added to improve accessibility on renovated streets	Unit	Annual	2026	8.000	Department of Road Construction, Maintenance, and Repair	Directorate Of Subsidiaries Coordination	
				2027	6.000			
				2028	7.000			
				2029	7.000			
G3O3A7 Implementation of safe city practices based on adequate lighting in spatial planning processes (parks, squares, passageways, etc.)	Rate of lighting installations kept operational	%	Annual	2026	100	Department of Parks, Gardens and Green Areas	Department of Press, Publications, and Public Relations	AYEDAŞ BEDAŞ
				2027	100			
				2028	100			
				2029	100			
G3O3A8 Designing and implementing spatial design and urban furniture in a way that is accessible to different user groups, such as people with disabilities, the elderly, and families with children	Number of parks in newly constructed and renovated green spaces equipped with accessible urban furniture suitable for everyone (people with disabilities, the elderly, families with children, etc.)	Unit	Cumulative	2026	32	Department of Parks, Gardens and Green Areas		
				2027	67			
				2028	112			
				2029	167			
G3O3A9 Implementation and widespread adoption of visual and tactile wayfinding systems to improve accessibility in parks and green spaces	Number of parks where an assessment of visual and tactile wayfinding systems was conducted	Unit	Annual	2026	510	Department of Parks, Gardens and Green Areas		
				2027	-			
				2028	-			
				2029	-			
	Number of parks where visual and tactile wayfinding systems were designed	Unit	Cumulative	Monitoring Indicator*		Department of Parks, Gardens and Green Areas	Department of Social Services	
	Number of parks with visual and tactile wayfinding systems	Unit	Cumulative	Monitoring Indicator*		Department of Parks, Gardens and Green Areas		

*No targets have been set for the monitoring indicators; monitoring will be conducted annually using actual data.

OBJECTIVE 3: Promote accessible and safe design in public spaces and urban infrastructure (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G3O3A10 Construction of accessible restrooms in accordance with National Accessibility Standards	Number of restrooms suitable for use by people with disabilities	Unit	Cumulative	2026	14	Department of Parks, Gardens and Green Areas	Directorate of Subsidiaries Coordination	
				2027	30			
				2028	48			
				2029	70			
G3O3A11 Making overpasses accessible	Number of accessible overpass projects	Unit	Annual	2026	13	Department of Survey And Projects	Department of Technical Works	IETT
				2027	13			
				2028	13			
				2029	13			
	Number of overpasses inspected	Unit	Annual	2026	30	Department of Survey And Projects	Department of Technical Works	IETT
				2027	30			
				2028	30			
				2029	30			
G3O3A12 Conduct regular inspections to ensure compliance with accessibility standards in new and existing urban renewal, infrastructure, transportation, and public space projects	Number of projects subject to accessibility inspections	Unit	Annual	2026	45	Department of Survey And Projects	All Departmentss	
				2027	55			
				2028	70			
				2029	70			

OBJECTIVE 4: Ensure safe and independent mobility within the city by making public transportation accessible

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G3O4A1 Increasing the number of accessible bus stops for people with disabilities through smart bus stops	Number of smart bus stops equipped with an audio announcement system	Unit	Cumulative	2026	300	Department of Transportation		IETT
				2027	400			
				2028	500			
				2029	600			
G3O4A2 Provision of transportation services for people with disabilities and their families	Number of transportation services	Unit	Annual	2026	210.500	Department of Social Services	Department of Support Services	
				2027	215.000			
				2028	220.000			
				2029	225.000			
G3O4A3 The presence of wheelchair access areas next to turnstiles at piers	Number of piers with turnstiles suitable for wheelchair access	Unit	Cumulative	2026	43	Directorate of Subsidiaries Coordination	Department of Survey And Projects	
				2027	-			
				2028	-			
				2029	-			

OBJECTIVE 4: Ensuring safe and independent mobility within the city by making public transportation accessible (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G3O4A4 Improving the accessibility of Metrobüs stations	Number of Metrobüs stations made accessible	Unit	Cumulative	2026	22	Department of Transportation	Department of Support Services Department of Technical Works	IETT
				2027	44			
				2028	44			
				2029	44			
G3O4A5 Installation and regular maintenance of public address systems in areas of public transportation vehicles that lack such systems	Number of ferries equipped with public address systems	Unit	Cumulative	2026	28	Directorate of Subsidiaries Coordination		
				2027	29			
				2028	29			
				2029	29			
G3O4A6 Implementation of free transportation assistance programs to cover different age and need groups	Number of people with disabilities benefiting from free transportation assistance	Person	Annual	2026	375.000	Department of Transportation	Department of Social Services	Provincial Directorate of Family and Social Services SYDV
				2027	395.000			
				2028	415.000			
				2029	435.000			
	Number of family members of people with disabilities benefiting from free transportation assistance	Person	Annual	2026	90.000	Department of Transportation	Department of Social Services	Provincial Directorate of Family and Social Services
				2027	95.000			
				2028	100.000			
				2029	105.000			
	Number of people aged 65 and older benefiting from free transportation assistance	Person	Annual	2026	1.900.000	Department of Transportation	Department of Health Affairs	SYDV
				2027	2.100.000			
				2028	2.300.000			
				2029	2.500.000			
G3O4A7 Identifying existing accessibility issues on ferries and implementing necessary improvements	Number of ferries brought into compliance with accessibility standards	Unit	Cumulative	2026	22	Directorate of Subsidiaries Coordination	Department of Survey And Projects	
				2027	25			
				2028	28			
				2029	29			
G3O4A8 Providing solution-oriented training on potential scenarios for passengers with disabilities in public transportation	Number of drivers participating in disability awareness and sensitivity training	Person	Annual	2026	5.800	Department of Transportation	Department of Human Resources and Education Directorate of Subsidiaries Coordination	IETT
				2027	5.800			
				2028	5.800			
				2029	5.800			



PARTICIPATION

The Local Equality Action Plan sets forth a comprehensive roadmap aimed at ensuring equal opportunities in all areas of urban life and supporting this through institutional capacity, policy tools, and implementation mechanisms. The plan is not merely a statement of intent; it also establishes a framework defining how the principle of equality will be reflected in local governance. From this perspective, it treats participation as an indispensable pillar of rights-based local governance.

Participation aims not merely to increase representation rates, but to ensure that the richness of diverse life experiences is incorporated into policy-making processes in a meaningful and impactful way. Genuine and meaningful participation is not limited to the mere representation of women, youth, children, the elderly, people with disabilities, and other citizens affected by inequality; it is based on ensuring that the processes of identifying needs, decision-making, implementation, and monitoring are shaped in an effective and rights-based manner. Within this framework, it is a priority to strengthen multi-stakeholder consultation, co-creation, and feedback mechanisms that will ensure the needs, experiences, and suggestions of different segments of society are regularly reflected in local policy-making processes. Making women's experiences with accessing local services and the inequalities they face visible through data-driven analysis; taking steps to address these inequalities through shared responsibility; enabling children and youth to express their views on urban life in safe and supportive participatory spaces; and involving elderly and disabled citizens in decision-making and monitoring processes through accessible and sustainable channels should be among the fundamental orientations.

The Istanbul envisioned by the Istanbul City Council is one that brings together different communities. It is a city where everyone has a voice, participatory democracy is institutionalized, and a pluralistic culture of governance is strengthened. The Council aims to establish lasting partnerships between local government and civil society; to promote diversity in the city

by bringing together diverse communities through assemblies and working groups to create platforms for dialogue and collaborative action and to ensure their visibility in decision-making mechanisms; and making participation processes accessible, transparent, and accountable are among its core responsibilities.

Strengthening thematic assemblies and working groups particularly the Women's, Children's, and Youth Assemblies from an inclusive perspective, and ensuring that disadvantaged groups actively participate in decision-making, implementation, and monitoring and evaluation processes, form the fundamental pillars of this approach.

In this regard, we view the Local Equality Action Plan not merely as a "list of goals," but as a dynamic policy document that aims to strengthen multi-stakeholder consultation mechanisms, ensure the accountability of implementation, and track progress not only through measurable indicators but also through regular monitoring and evaluation processes.

Equality becomes sustainable not through the promise of a single institution, but through a culture built collectively by all components of the city. We view this Plan as a common compass that brings together all components of the city to strengthen equality, and as a foundation that institutionally safeguards the fight against discrimination. Our hope is that this policy document will contribute to the permanent establishment of equality in urban life by deepening the participatory approach.

Tülin HADİ
Chair of the Istanbul City Council

THEME
GOAL

PARTICIPATION

TO PROMOTE PARTICIPATORY AND COLLABORATIVE MODELS IN THE IMPLEMENTATION OF GENDER EQUALITY POLICIES AT THE LOCAL LEVEL

**OBJECTIVE 1:** To enhance the effectiveness of equality-focused planning and decision-making processes by strengthening collaboration with civil society and public institutions

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G4O1A1 Organizing thematic collaboration meetings on issues related to migrants and refugees	Number of meetings held with district municipalities, NGOs, and other stakeholders regarding the issues of migrants and refugees	Unit	Annual			Department of Social Services	Department of Culture, Arts and Social Affairs	Provincial Migration Administration Directorate District Municipalities NGOs Istanbul Governor's Office
2026				17				
2027				18				
2028				19				
				2029	20			
G4O1A2 Updating the target audience-focused "Equitable Communication Guide" in collaboration with NGOs	Update rate of the target audience-focused "Equitable Communication Guide" project	%	Cumulative			Department of Strategy Development	Department of Press, Publications, and Public Relations	Istanbul City Council NGOs
2026				50	Department of Health Affairs			
2027				100				
2028				100				
				2029	100	Department of Social Services		
G4O1A3 Providing space, logistics, and other services to NGOs working with disadvantaged communities such as women, children, the elderly, people with disabilities, migrants, and religious minorities	Rate of fulfillment of requests from NGOs	%	Annual	2026	55	Directorate General of Culture, Arts and Social Affairs	Department of Press, Publications, and Public Relations	NGOs
2027				60				
2028				65				
2029				70				
G4O1A4 Collaborating with women's organizations, professional chambers, and university women's units during the strategic plan preparation process.	Number of women's organizations/units participating in Strategic Plan preparation activities	Unit	Annual			Department of Strategy Development	Department of Social Services	Istanbul City Council NGOs
2026				-				
2027				-				
2028				-				
				2029	30			
G4O1A5 To strengthen cooperation with NGOs working toward social equality, create and maintain an NGO database containing information on their areas of work and target audiences	Rate of updating contact information for NGOs working toward social equality	%	Cumulative			Directorate General of Culture, Arts and Social Affairs	Department of Social Services	NGOs
2026				10				
2027				22				
2028				37				
				2029	52			
G4O1A6 Communicating municipal council decisions regarding social equality issues to NGOs working with women, children, people with disabilities, and the elderly	The rate at which city council decisions on social equality issues are communicated to NGOs	%	Annual	2026	100	Department of Culture, Arts and Social Affairs	Department of Editorial Affairs And Resolutions	NGOs
2027				100				
2028				100				
2029				100				

OBJECTIVE 2: To enhance coordination among municipalities and stakeholders in the field of equality by raising awareness of the Local Equality Action Plan

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G4O2A1 Organizing meetings to strengthen the exchange of experiences in the field of equality among metropolitan, provincial, and district municipalities and the Istanbul Metropolitan Municipality	Number of experience-sharing meetings held as part of equality initiatives	Unit	Cumulative	2026 2027 2028 2029	3 6 9 12	Department of Strategy Development	Department of Social Services	Municipalities Marmara Municipalities Union NGOs Union of Turkish Municipalities
G4O2A2 Hold coordination meetings on gender equality	Number of coordination meetings where LEAP quarterly progress reports are presented	Unit	Annual	2026 2027 2028 2029	4 4 4 4	Department of Strategy Development	Office of the Secretary-General All Departments	
G4O2A3 Production of informational and awareness-raising publications to promote the widespread adoption of LEAP	Number of publications produced to promote the adoption of LEAP	Unit	Cumulative	2026 2027 2028 2029	3 4 4 5	Department of Strategy Development	Department of Press, Publications, and Public Relations Department of Social Services	Municipalities and NGOs International Organizations, Universities
G4O2A4 Organizing public awareness campaigns to promote the widespread adoption of LEAP	Number of people reached through LEAP promotional activities	Person	Annual	2026 2027 2028 2029	1.000 2.000 2.000 2.000	Department of Strategy Development	Department of Youth And Sports Services Department of Social Services	Municipalities NGOs International Organizations Universities
G4O2A5 Monitoring of grant and funding programs/projects that require the Local Equality Action Plan as an application requirement	Number of grant and funding programs/projects for which the Local Equality Action Plan is required as an application condition	Unit	Annual	2026 2027 2028 2029	36 38 40 42	Department of Foreign Relations	All Departments	International Organizations
G4O2A6 Preparation of an evaluation report for the periodic monitoring of the Local Equality Action Plan by NGOs and relevant organizations	Number of LEAP evaluation reports	Unit	Cumulative	2026 2027 2028 2029	1 2 3 4	Department of Strategy Development	All Departments	Istanbul City Council NGOs

OBJECTIVE 3: To support effective participation at the neighborhood level by strengthening the capacity of local representative mechanisms

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G4O3A1 Conducting surveys to measure access to and satisfaction with services provided to disadvantaged groups	Number of people with disabilities and their relatives participating in surveys regarding municipal services and policies	Person	Annual	2026	2.362	Department of Social Services	Department of Press, Publications, and Public Relations	
				2027	2.500			
				2028	2.750		Department of Information Technologies	
				2029	3.000			
	Number of women participating in surveys on municipal services and policies	Person	Annual	2026	3.000	Department of Social Services	Department of Press, Publications, and Public Relations	
				2027	3.500			
				2028	4.000		Department of Information Technologies	
				2029	4.500			
G4O3A2 Organizing women's gatherings and forums to communicate the services offered by the Istanbul Metropolitan Municipality (IMM) to women and to listen to their diverse needs	Number of women participating in organized women's gatherings/forums	Person	Annual	2026	9.700	Department of Social Services	Department of Culture, Arts and Social Affairs	NGOs
				2027	9.800			
				2028	9.900			
				2029	10.000			
G4O3A3 Conducting participatory studies in urban planning and development processes	Number of meetings organized for women in the field of urban planning	Unit	Annual	2026	1	Department of Zoning and Urban Planning	Department of Social Services	Istanbul City Council NGOs
				2027	1			
				2028	1			
				2029	1			
	Number of workshops conducted with the participation of NGOs working with groups such as people with disabilities, the elderly, women, children, etc., in the field of urban planning	Unit	Annual	2026	2	Department of Zoning and Urban Planning	Department of Culture, Arts and Social Affairs	Istanbul City Council NGOs
				2027	2			
				2028	1			
				2029	1			
G4O3A4 Strengthening the capacity of female Mukhtars through training programs, workshops, and regular support meetings aimed at enabling them to carry out initiatives that will increase women's participation in the neighborhood	Number of meetings held with female Mukhtars	Unit	Annual	2026	5	Department of Mukhtar Services	Department of Social Services	
				2027	-			
				2028	-			
				2029	-			
G4O3A5 Organizing activities with children and youth as part of participatory urban planning initiatives	Number of activities conducted with children and youth as part of participatory urban planning initiatives	Unit	Annual	2026	2	Department of Zoning and Urban Planning		Istanbul City Council NGOs
				2027	2			
				2028	2			
				2029	2			

OBJECTIVE 3: Support effective participation at the neighborhood level by strengthening the capacity of local representative mechanisms (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G4O3A6 Conducting urban transformation projects in an inclusive and gender-sensitive manner that involves women's participation	Number of women informed at the contact points established as part of urban transformation projects	Person	Annual	Monitoring Indicator*		Directorate General for Earthquake Risk Management and Urban Improvement	Directorate of Subsidiaries Coordination	
G4O3A7 Raising awareness among parents and children at the neighborhood level regarding child participation	Number of participants in awareness-raising activities on child participation	Person	Annual	2026	100	Department of Social Services	Department of Mukhtar Services	Istanbul City Council
				2027	115			
				2028	130			
				2029	150			
G4O3A8 Ensuring Children's Participation in Park Design Projects	Number of park projects designed with children's participation	Unit	Cumulative	2026	1	Department of Parks, Gardens and Green Areas	Department of Survey And Projects	Istanbul City Council
				2027	2			
				2028	4			
				2029	6			
G4O3A9 Organizing experience-sharing meetings where elected female Mukhtars and council members can share their knowledge and experience	Number of meetings where female Mukhtars and council members gathered to share their experiences	Unit	Annual	2026	-	Department of Mukhtar Services	Department of Editorial Affairs And Resolutions	Metropolitan City Council District Municipal Councils
				2027	1			
				2028	1			
				2029	-			

*No targets have been set for these monitoring indicators; they will be monitored annually using actual performance data.



CULTURE AND THE ARTS

As the Istanbul Metropolitan Municipality, we are working to provide accessible and high-quality culture and arts services for all Istanbul residents, without leaving any part of our city behind. Developing initiatives and projects that will enhance Istanbul's tourism potential, serving as a bridge between our institution and civil society, and implementing initiatives that address the needs of religious institutions and communities are among the key components of this approach.

As we carry out our work, we have adopted as our fundamental policy priority the principle of working in collaboration with representatives of the field, fostering partnerships with independent artists and art collectives, and providing accessible services for everyone in every part of the city. Access to culture and the arts is, for us, a non-negotiable urban right.

The framework outlined in the Local Equality Action Plan serves as a guide for our policies and projects. The initiatives carried out under this plan aim to strengthen access for children, women, people with disabilities, migrants, and other disadvantaged groups to cultural and artistic events, the city's tourist attractions, civil society partnerships, and religious services. In this regard, concrete initiatives are being implemented to increase the representation and access of disadvantaged groups in the field of culture and the arts.

As part of this effort, we are focusing on women living in the city through the "Women's Matinee," which aims to enrich women's social experiences and revive matinee culture; increasing the number of women artists we support and the number of women participating in cultural tours remains among our top priorities. We reach approximately three million children living in Istanbul through traveling events tailored to their needs and those of their families, and we organize cultural excursions for children.

To enhance access to cultural and artistic services for our citizens with special needs, we are implementing subtitling, audio description, and physical accessibility improvements at our venues. Additionally, addressing the requests submitted to the Istanbul Metropolitan Municipality by civil society organizations active in our city and strengthening communication with these organizations are among our top priorities within the scope of this plan.

Our efforts, carried out in line with the Local Equality Action Plan, will continue to serve as a complementary element of cultural policies that prioritize the independent cultural production of Istanbul Metropolitan Municipality Culture and center access to culture and the arts for Istanbulites of all ages and all groups in the coming period.

Tolga Volkan ASLAN

Head of Department of Culture, Arts and Social Affairs

THEME
GOAL

CULTURE AND ARTS

MAKING CULTURAL AND ARTISTIC ACTIVITIES ACCESSIBLE TO EVERYONE


OBJECTIVE 1: To expand cultural and artistic activities throughout the city, with a priority on women and children

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G501A1 Planning and implementing activities for children at service points	Number of activities for children conducted at solution points	Unit	Annual	2026	8	Department of Press, Publications, and Public Relations	Department of Culture, Arts and Social Affairs Department of Social Services	
				2027	8			
				2028	9			
				2029	10			
G501A2 Digitization of Women's Works and Projects	Number of women's works/projects digitized	Unit	Cumulative	2026	80.000	Department of City History, Promotion and Tourism		Women's Works Library and Information Center Foundation
				2027	80.100			
				2028	80.250			
				2029	80.300			
G501A3 Organizing events to support women's socialization, solidarity, and collective empowerment	Number of women participating in women's matinees	Person	Annual	2026	3.600	Department of Culture, Arts and Social Affairs	Department of Social Services	Artists
				2027	4.000			
				2028	4.400			
				2029	4.800			
G501A4 Planning activities for children by taking into account their developmental processes, interests, and needs	Number of children participating in activities organized in accordance with their needs	Person	Annual	2026	400.000	Department of Culture, Arts and Social Affairs		Istanbul City Council
				2027	450.000			
				2028	500.000			
				2029	550.000			
	Number of children benefiting from mobile events organized in disadvantaged neighborhoods	Person	Cumulative	2026	100.000	Department of Culture, Arts and Social Affairs	Department of Press, Publications, and Public Relations Department of Mukhtar Services	
				2027	150.000			
				2028	200.000			
				2029	250.000			
	Number of field trips organized for children	Unit	Annual	2026	150	Department of Culture, Arts and Social Affairs		
				2027	155			
				2028	160			
				2029	165			
G501A5 Expanding cultural and artistic events in open spaces	Number of free open-air events organized in disadvantaged areas	Unit	Cumulative	2026	100	Department of Culture, Arts, and Social Affairs	Department of Parks, Gardens and Green Areas	
				2027	150			
				2028	200			
				2029	250			
G501A6 Organizing trips for women living in disadvantaged neighborhoods	Number of women participating in the tours	Person	Annual	2026	10.500	Department of Culture, Arts, and Social Affairs	Department of Press, Publications, and Public Relations Department of Mukhtar Services	
				2027	10.800			
				2028	11.100			
				2029	11.400			

OBJECTIVE 1: To promote culture and arts activities throughout the city, with a priority on women and children (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G5O1A7 Organizing cultural tours focused on female founders and spaces shaped by women's labor, enabling women to rediscover the city through its collective memory and strengthen their sense of belonging	Number of women participating in the organized tours	Person	Annual	2026	3.200	Department of Social Services	Department of City History, Promotion and Tourism Department of Culture, Arts and Social Affairs	Mukhtars
				2027	3.200			
				2028	3.200			
				2029	3.200			
G5O1A8 Organizing workshops in the fields of art, music, and crafts for individuals with special needs aged 4–14	Number of workshops organized for individuals with special needs	Unit	Annual	2026	2.000	Department of Social Services		NGOs
				2027	2.100			
				2028	2.200			
				2029	2.300			

OBJECTIVE 2: Strengthen the delivery of inclusive services by improving physical, digital, and content accessibility in cultural and artistic services

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G5O2A1 Development of library content tailored for use by children with special needs	Number of children's books prepared in Braille	Unit	Cumulative	2026	450	Department of City History, Promotion and Tourism	Department of Social Services	NGOs
				2027	460			
				2028	470			
				2029	480			
G5O2A2 Making manual and digital magnifiers available in libraries	Number of libraries providing access to manual and digital magnifiers	Unit	Cumulative	2026	20	Department of City History, Promotion and Tourism		
				2027	25			
				2028	30			
				2029	35			
G5O2A3 Expanding the content of the Audio Library	Number of items in the Audio Library	Unit	Cumulative	2026	5.750	Department of City History, Promotion and Tourism		Istanbul City Council Universities
				2027	5.800			
				2028	5.850			
				2029	6.000			
G5O2A4 Improving accessibility for people with physical disabilities at concert and theater venues	Number of venues with wheelchair ramps	Unit	Cumulative	2026	2	Department of Culture, Arts and Social Affairs	Department of Support Services Department of Survey And Projects Department of Technical Works	
				2027	5			
				2028	8			
				2029	11			

OBJECTIVE 2: Strengthen the delivery of inclusive services by improving physical, digital, and content accessibility in culture and arts services (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G5O2A5 Ensuring that cultural and arts venues meet physical standards in accordance with the accessibility guidelines	Number of cultural and arts venues where accessibility improvements have been made	Unit	Cumulative	2026	2	Department of Culture, Arts and Social Affairs	Department of Support Services Department of Survey And Projects	
				2027	4			
				2028	6			
				2029	8			
G5O2A6 Providing discounted admission opportunities for various groups to increase accessibility to cultural and artistic events	Number of discounted theater tickets used	Unit	Annual	2026	170.000	Department of Culture, Arts and Social Affairs	Department of Social Services	Private Sector
				2027	180.000			
				2028	200.000			
				2029	210.000			
G5O2A7 Implementation of captioning services to improve accessibility at theater events	Number of theater performances with closed captioning	Unit	Annual	2026	8	Department of Culture, Arts and Social Affairs		
				2027	16			
				2028	16			
				2029	16			
G5O2A8 Staging plays with audio description support to ensure accessibility in theaters	Number of theater performances with audio description	Unit	Annual	2026	8	Department of Culture, Arts and Social Affairs		
				2027	16			
				2028	16			
				2029	16			



HEALTHCARE SERVICES

As the Istanbul Metropolitan Municipality, we are committed to ensuring that all members of society have equal access to healthcare services, prioritizing public health, and adopting a service philosophy that allows Istanbul residents to easily access and benefit from these services.

It is a fundamental right for women to benefit equally from services in many areas ranging from access to healthcare services to education and social services, and from participation in the workforce to social life. In this context, the empowerment of women's health is considered an integral part of public health policies, and ensuring equitable, inclusive, and rights-based access to healthcare services is among our top priorities. Within the framework of a comprehensive health policy, preventive, curative, and rehabilitative services are provided through institutional coordination interdisciplinary collaboration. In line with the "Health First, Women First" principle, planning, project development, and implementation processes are carried out using a systematic, measurable, and data-driven approach.

To ensure that women, people with disabilities, and disadvantaged groups have quick and safe access to healthcare services, widespread service centers have been established throughout Istanbul. Access to these services has been diversified and strengthened through the support of the ALO 153 Solution Center, online application channels, mobile health teams, and regular educational and social events.

As part of home health care services for individuals who are unable to leave their homes or are bedridden, a comprehensive model provides physician evaluations, nursing services, physical therapy, psychological counseling, dietitian support, patient transportation, social support, and household and personal hygiene services. To strengthen community mental health, psychotherapy for children, adolescents, and adults; couples and family therapy; group therapy; and psychiatric counseling services are provided.

At public health centers offering outpatient diagnosis and treatment services, the following services are provided free of charge under SGK coverage: gynecology and obstetrics

In addition, medical examinations by specialists in various fields, as well as laboratory and imaging services, are provided. Furthermore, the goal is to improve women's quality of life through healthy nutrition and active lifestyle programs.

Within Almshouse, social security for women and disadvantaged groups is strengthened by providing nutrition, medical examination and treatment services, social needs support, active aging programs, cultural and artistic activities, sports-based rehabilitation, and care services. Housing, referral, and care support are provided to women in need and those experiencing homelessness; protective and supportive services for women at risk particularly during adverse seasonal conditions are prioritized in planning and implementation.

As part of efforts to combat addiction, awareness campaigns are conducted regarding alcohol, substance abuse, tobacco, gambling, and screen addiction; support is provided through individual and group counseling, family interventions, occupational therapy, and sports-based rehabilitation programs.

To reduce the risks women may face in the workplace, occupational health and safety services are provided; awareness-raising and guidance activities are carried out to prevent workplace accidents and occupational diseases.

To ensure the economic and social empowerment of women and disadvantaged groups and to support a social structure based on participation and equal opportunity, comprehensive and holistic projects are being developed ranging from psychosocial support services to elder care programs, and from substance abuse treatment programs to preventive healthcare services. These efforts are being carried out with determination in line with sustainable, trackable, and measurable goals.

Prof. Dr. Önder Yüksel ERYİĞİT
Head of Department of Healthcare Services

THEME
GOAL

HEALTHCARE SERVICES

BUILDING A HEALTHY SOCIETY THROUGH ACCESSIBLE, PROTECTIVE, AND PREVENTIVE HEALTHCARE SERVICES


OBJECTIVE 1: To reduce health risks by improving early diagnosis, screening, and awareness campaigns in the areas of maternal, child, and women's health

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G6O1A1 Conducting rapid developmental screening tests for infants and children aged 0–6	Number of infants and children aged 0–6 who underwent rapid developmental screening tests	Person	Annual	2026	9.000	Department of Social Services	Department of Health Affairs	Provincial Health Directorate
				2027	9.100			
				2028	9.200			
				2029	9.300			
G6O1A2 Providing nutrition counseling services to families on child nutrition	Number of people receiving nutrition counseling	Person	Annual	2026	700	Department of Health Affairs		Provincial Health Directorate
				2027	720			
				2028	730			
				2029	750			
G6O1A3 Provision of maternal and newborn healthcare services	Number of newborns receiving health care	Person	Annual	2026	220	Department of Health Affairs		Provincial Health Directorate District Municipalities
				2027	230			
				2028	240			
				2029	250			
G6O1A4 "Conducting awareness campaigns for parents on children’s healthy nutrition"	Number of healthy eating guides distributed to children	Unit	Annual	2026	12.693	Department of Social Services	Department of Press, Publications, and Public Relations	NGOs
				2027	12.693			
				2028	12.693			
				2029	12.693			
G6O1A5 Redesigning Istanbul Metropolitan Municipality Medical Centers with a child-friendly approach	Number of child-friendly Istanbul Metropolitan Municipality Medical Centers	Unit	Cumulative	2026	4	Department of Health Affairs	Department of Support Services	
				2027	5			
				2028	6			
				2029	6			
G6O1A6 Organization of women's health and first aid training	Number of people who benefited from women’s health education/seminars	Person	Annual	2026	3.500	Department of Social Services	Department of Health Affairs	Provincial Health Directorate NGOs
				2027	3.600			
				2028	3.700			
				2029	3.800			
	Number of people who benefited from first aid training	Person	Annual	2026	2.500	Department of Social Services	Department of Health Affairs	
				2027	2.600		Department of Fire Brigade	
				2028	2.700			
				2029	2.800			

OBJECTIVE 1: To reduce health risks by improving early diagnosis, screening, and awareness campaigns in the areas of maternal, child, and women's health (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G6O1A7 Continuing efforts to provide free psychological support and healthcare services for women and children	Number of children benefiting from free psychological counseling services	Person	Annual	2026	45.000	Department of Health Affairs	Department of Social Services	
				2027	45.000			
				2028	45.000			
				2029	45.000			
	Number of women benefiting from free psychological counseling services	Person	Annual	2026	51.000	Department of Health Affairs	Department of Social Services	
				2027	51.000			
				2028	51.000			
				2029	51.000			
	Number of women receiving free health care	Person	Annual	2026	43.000	Department of Health Affairs	Department of Social Services	Provincial Health Directorate
				2027	43.000			
				2028	43.000			
				2029	43.000			
	Number of children receiving free health care	Person	Annual	2026	17.000	Department of Health Affairs	Department of Social Services	Provincial Health Directorate
				2027	17.000			
				2028	17.000			
				2029	17.000			
G6O1A8 Educating women about menstruation and menopause	Number of women receiving menstrual counseling	Person	Annual	2026	14.000	Department of Social Services	Department of Health Affairs	
				2027	14.500			
				2028	15.000			
				2029	15.500			
	Number of women receiving menopause counseling	Person	Annual	2026	12.000	Department of Social Services	Department of Health Affairs	
				2027	12.500			
				2028	13.000			
				2029	13.500			
G6O1A9 Sanitary pads, which are among women's basic needs, should be provided free of charge through public spaces and social service units	Number of sanitary pads distributed to women	Unit	Annual	2026	300.000	Department of Social Services	Directorate General of Disaster Management and Risk Management Department of Youth and Sports Services	
				2027	300.000			
				2028	300.000			
				2029	300.000			
G6O1A10 Conducting awareness and education campaigns on breast cancer and screenings	Number of women who received breast cancer awareness training	Person	Annual	2026	300	Department of Health Affairs		KETEM
				2027	300			
				2028	300			
				2029	300			
	Number of educational/awareness activities conducted on breast cancer and screenings	Unit	Annual	2026	5	Department of Health Affairs		KETEM
				2027	5			
				2028	5			
				2029	5			

OBJECTIVE 1: To reduce health risks by improving early diagnosis, screening, and awareness campaigns in the areas of maternal, child, and women's health (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G6O1A11 Conducting awareness campaigns regarding rare diseases	Number of educational/awareness-raising activities conducted regarding rare diseases	Unit	Annual	2026	2	Department of Health Affairs		Provincial Health Directorate Universities
				2027	2			
				2028	2			
				2029	2			
G6O1A12 Providing education on child marriage and women's health for Roma women and children	Number of training sessions provided on early marriage and women's health	Unit	Annual	Monitoring Indicator*		Department of Social Services	Department of Health Affairs	NGOs

*No targets have been set for these monitoring indicators; they will be monitored annually based on actual performance data.

OBJECTIVE 2: To increase the effectiveness of risk-reduction efforts by enhancing service capacity and preventive activities in the fight against addiction

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G6O2A1 Establishment of district-based centers to combat addiction	Number of district-based centers opened to combat addiction	Unit	Cumulative	2026	11	Department of Health Affairs	Department of Technical Works	AMATEM CEMATEM District Municipalities Universities
				2027	13			
				2028	15			
				2029	15			
G6O2A2 Conducting informational and awareness-raising activities for Istanbul Metropolitan Municipality (IMM) staff and citizens as part of the fight against addiction	Number of people who benefited from addiction awareness training	Person	Annual	2026	30.000	Department of Health Affairs	All Departmentss	AMATEM CEMATEM District Municipalities Universities
				2027	35.000			
				2028	35.750			
				2029	40.000			

OBJECTIVE 3: Ensure the provision of regular, accessible, and effective healthcare services by increasing the capacity of healthcare services

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G6O3A1 Increasing the frequency of service delivery to enhance the effectiveness of home health care and ensure regular follow-up of patients	The rate at which requests for home health care services are responded to on the same day	%	Annual	2026	75	Department of Health Affairs	Department of Press, Publications, and Public Relations	
				2027	75			
				2028	80			
				2029	80			
G6O3A2 Provision of home health care	Percentage of women among those receiving home health care	%	Annual	2026	57	Department of Health Affairs		Provincial Health Directorate District Municipalities
				2027	57			
				2028	58			
				2029	58			

OBJECTIVE 3: Ensure the provision of regular, accessible, and effective healthcare services by increasing the capacity of healthcare services (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G6O3A3 Ensuring a diverse range of medical specialties in the healthcare services provided at Istanbul Metropolitan Municipality Medical Centers	Number of medical specialties offered at Istanbul Metropolitan Municipality Medical Centers	Unit	Cumulative	2026	20	Department of Health Affairs		Provincial Health Directorate
				2027	21			
				2028	22			
				2029	23			
G6O3A4 Preparation of an informational guide consisting of scientific and easy-to-understand content aimed at correcting common misconceptions about food in society	The percentage of the guide containing scientific and accessible content on food-related topics that has been prepared	%	Cumulative	2026	100	Department of Health Affairs	Department of Agricultural Services	Provincial Health Directorate Provincial Directorate of Agriculture and Forestry
				2027	100			
				2028	100			
				2029	100			

OBJECTIVE 4: To promote a preventive health approach by improving information and counseling services in the areas of reproductive health and infectious diseases

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G6O4A1 Establishment of anonymous testing, diagnosis, and counseling centers	Completion rate of anonymous testing, diagnosis, and counseling centers	%	Cumulative	Monitoring Indicator*		Department of Health Affairs		Provincial Health Directorate NGOs
G6O4A2 Conducting information and awareness campaigns on sexually transmitted infections (HIV, HPV, gonorrhea, etc.)	Number of educational/awareness activities conducted on sexually transmitted infections	Unit	Annual	2026	2	Department of Health Affairs	Directorate General of Youth and Sports Services Department of Social Services	Provincial Health Directorate NGOs
				2027	2			
				2028	2			
				2029	2			
G6O4A3 Increasing the number of beneficiaries by restructuring reproductive healthcare services	Number of people benefiting from reproductive healthcare services through Istanbul Metropolitan Municipality Medical Centers	Person	Annual	2026	13.000	Department of Health Affairs		Provincial Health Directorate NGOs
				2027	13.250			
				2028	13.500			
				2029	14.000			
G6O4A4 Provision of reproductive health and family planning services	Number of people benefiting from reproductive health and family planning services	Person	Annual	2026	17.100	Department of Social Services	Department of Health Affairs	Provincial Health Directorate
				2027	18.300			
				2028	19.500			
				2029	20.500			

*No targets have been set for monitoring indicators; monitoring will be conducted annually based on actual data.



SOCIAL SUPPORT AND CARE SERVICES

As the Istanbul Metropolitan Municipality, we shape our social support and care services in accordance with the Local Equality Action Plan. Our core vision is to combat women's poverty, provide our support through a fair and inclusive model, and use care services as a lever to facilitate women's participation in the workforce and social life. We address structural issues such as the burden of care work and income inequality faced by women through a holistic social services approach.

In this context, we continue to strengthen the social support we provide across a broad spectrum from cash assistance to educational support, and from initiatives that alleviate caregiving responsibilities to access to basic needs. We are steadfastly implementing our support programs that encourage girls to stay in school, our initiatives that enable young women in college to participate in education and social life on equal terms, and our regular household-based cash assistance programs. Our goal is to ensure women's direct access to economic resources and to break the intergenerational cycle of poverty.

We view care services as a strategic policy tool that alleviates the heavy burden of care on women. Through our "Yuvamız Istanbul" Children's Activity Centers, we provide equal opportunities for children aged 3–6 while enabling mothers to play a more active role in their professional and social lives. For families with limited access to care services, we are launching our "Short Break Centers," specifically designed to allow women who bear the brunt of the care burden to carve out time for themselves.

We are increasing the number of our centers throughout Istanbul for individuals with special needs and their families. Through our Education Centers for Individuals with Special Needs and our Short Break Centers, we provide information, education, and rehabilitation services with a commitment to fairness. With these centers, we

We support the development of individuals with special needs while also facilitating the participation of women who are primary caregivers in daily life and the workforce.

We stand by women at every stage of their life cycle. We reduce the financial burdens associated with pregnancy, childbirth, and child care; support mothers of children with disabilities through special programs; and actively combat invisible forms of poverty, such as period poverty. Furthermore, through the social support we provide to women rebuilding their lives after experiencing violence, we lead the way in helping them achieve economic independence and make a strong return to social life.

Under the new Local Equality Action Plan, we aim to completely eliminate spatial and socioeconomic inequalities in access to our services and to build an Istanbul where women are equally represented in all areas of life through sustainable policies.

Nazlı Enif DİPŞAR
Head of the Department of Social Services

THEME

SOCIAL SUPPORT AND CARE SERVICES

GOAL

STRENGTHENING SOCIOECONOMIC SUPPORT AND CARE SERVICES THROUGH A HOLISTIC AND RIGHTS-BASED APPROACH


OBJECTIVE 1: To increase the effectiveness and accessibility of support mechanisms by strengthening comprehensive social service models

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G7O1A1 Providing shelter and temporary housing services to all those in need, primarily the homeless	Number of Homeless Shelters and Temporary Shelter Centers	Unit	Cumulative	2026	5	Department of Health Affairs	Department of Social Services Department of Municipal Police	District Municipalities NGOs
				2027	5			
				2028	5			
				2029	5			
G7O1A2 Providing food supplements, Halk Süt, nutritional support, and various social assistance programs to children and infants in need	Number of children receiving Halk Süt	Person	Annual	2026	120.000	Department of Social Services		Cooperatives
				2027	120.000			
				2028	120.000			
				2029	120.000			
	Number of households receiving school meal social assistance cards	Unit	Annual	2026	20.000	Department of Social Services		Provincial Directorate of National Education
				2027	20.000			
				2028	20.000			
				2029	20.000			
	Number of households receiving baby biscuits	Unit	Annual	2026	10.500	Department of Social Services		District Population Offices
				2027	10.500			
				2028	10.500			
				2029	10.500			
G7O1A3 Continuation of educational assistance for students, with priority given to households with low socioeconomic status	Number of girls benefiting from the "So You Can Study" educational support program	Person	Annual	2026	35.000	Department of Social Services		Provincial Directorate of National Education NGOs
				2027	35.000			
				2028	35.000			
				2029	35.000			
	Number of women eligible for the "Young University Student" grant	Person	Annual	2026	55.000	Department of Social Services	Department of Youth and Sports Services	Universities
				2027	55.000			
				2028	55.000			
				2029	55.000			
G7O1A4 Providing support to ensure girls complete their compulsory education	Number of girls supported through the "So Girls Can Go to School" initiative	Person	Annual	2026	30.000	Department of Social Services		Provincial Directorate of National Education
				2027	30.000			
				2028	30.000			
				2029	30.000			
G7O1A5 Increasing the number of toy libraries within the Istanbul Metropolitan Municipality and enriching their content	Number of toy libraries equipped with tactile educational cards, audiobooks, and simple, guided digital toys	Unit	Cumulative	2026	44	Department of Social Services		NGOs
				2027	45			
				2028	46			
				2029	47			

OBJECTIVE 1: To enhance the effectiveness and accessibility of support mechanisms by strengthening comprehensive social service models (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G7O1A6 Expansion of Neighborhood Houses	Number of Neighborhood Houses	Unit	Cumulative	2026	9	Department of Social Services	Department of Technical Works	
				2027	9			
				2028	9			
				2029	9			

OBJECTIVE 2: Develop sustainable policies that support healthy, safe, and active lives for older adults

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G7O2A1 Increasing the number of older adults benefiting from centers by improving the capacity and quality of centers serving older adults	Number of older adults receiving services from the centers	Person	Annual	2026	860	Department of Health Affairs		
				2027	900			
				2028	950			
				2029	1.000			
G7O2A2 Strengthening Intergenerational Solidarity at Istanbul Metropolitan Municipality Care Centers	Number of people participating in volunteer activities organized by the Istanbul Darülaceze Branch Directorate	Person	Annual	2026	205	Department of Health Affairs	Department of Social Services	Provincial Directorate of National Education Istanbul City Council Mukhtars Universities
				2027	230			
				2028	250			
				2029	280			
G7O2A3 Opening of Day Care Centers for People with Alzheimer's and Dementia	Number of day care centers opened for people with Alzheimer's and dementia	Unit	Cumulative	2026	2	Department of Health Affairs	Department of Survey And Projects Department of Technical Works	NGOs
				2027	2			
				2028	2			
				2029	2			
G7O2A4 By strengthening the body of knowledge in the field of gerontology, providing counseling and training services on elder care and the rights of the elderly at Istanbul Metropolitan Municipality Medical Centers	Number of people benefiting from counseling and educational services on elder care and the rights of the elderly	Person	Annual	2026	4.000	Department of Health Affairs	Department of Social Services	NGOs Universities
				2027	5.000			
				2028	5.000			
				2029	5.000			
G7O2A5 Implementing activities to support the socialization needs of older adults	Number of women aged 65 and older benefiting from activities that support socialization	Person	Annual	2026	95	Department of Social Services	Department of Culture, Arts and Social Affairs Department of Health Affairs	
				2027	100			
				2028	105			
				2029	110			

OBJECTIVE 3: To provide services that empower and support caregivers

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G7O3A1 Creating child-friendly play and activity areas to ensure that children can spend safe and enriching time while their parents participate in social, educational, or engagement activities	Number of projects with child-friendly play/activity areas	Unit	Annual	Monitoring Indicator*		Department of Survey And Projects	All Departments	
G7O3A2 Providing care-related training, psychological support, and rehabilitation services to family members of patients with dementia and Alzheimer's disease	Number of family members of patients with dementia and Alzheimer's who received psychological support and rehabilitation services	Person	Annual	2026	200	Department of Health Affairs	Department of Social Services	Provincial Health Directorate NGOs
				2027	225			
				2028	250			
				2029	275			
G7O3A3 Providing services to support the empowerment of women caregivers (education, counseling, psychological support, transportation assistance, etc.)	Number of women benefiting from services for women caregivers	Person	Annual	2026	2.250	Department of Health Affairs	Department of Social Services	NGOs
				2027	2.500			
				2028	2.750			
				2029	3.000			
G7O3A4 Support for women who assume caregiving responsibilities, with priority given to their socioeconomic status	Number of women providing care to a person with a disability who receives cash assistance	Person	Annual	2026	15.000	Department of Social Services	Department of Health Affairs	Provincial Directorate of Family and Social Services NGOs
				2027	15.000			
				2028	15.000			
				2029	15.000			
G7O3A5 Conducting informational sessions on child care for grandparents (grandmothers, grandfathers)	Number of training sessions on child care provided to grandparents	Unit	Annual	2026	2	Department of Social Services		NGOs
				2027	2			
				2028	2			
				2029	2			
G7O3A6 Providing counseling services regarding newborns and pregnancy	Number of people using the Istanbul Baby service	Person	Annual	2026	23.000	Department of Social Services	Department of Health Affairs	Provincial Health Directorate
				2027	23.500			
				2028	24.000			
				2029	24.500			
G7O3A7 Expanding support services for people with disabilities to reduce the caregiving burden on women and girls within families	Number of people with disabilities using hair salon services	Person	Annual	2026	9.385	Department of Social Services		Mukhtars
				2027	9.575			
				2028	9.765			
				2029	9.960			
G7O3A8 Organizing training programs aimed at strengthening knowledge and skills related to the care of people with disabilities	Number of participants in family education seminars for people with disabilities	Person	Annual	2026	650	Department of Social Services		NGOs
				2027	700			
				2028	750			
				2029	800			

*No targets have been set for the monitoring indicators; monitoring will be conducted annually using actual data.



SPORTS AND GREEN SPACES

Under the “Sports and Green Spaces” theme of the 2026–2029 Local Equality Action Plan, currently being developed by the Istanbul Metropolitan Municipality, the focus is on an approach that ensures public spaces are used in a way that is equitable, safe, accessible, and inclusive for everyone. In line with the “playable city” vision of the Istanbul Play Master Plan (2025–2030), this theme views sports facilities, parks, and green spaces not merely as venues for physical activity, but as essential public infrastructure that strengthens social interaction and enhances the quality of urban life. Within this framework, the goal is to ensure that the perspective of social equity is taken into account in the planning, design, and provision of sports and green spaces. Reducing the physical, social, and perceptual barriers that limit access to public spaces and sports opportunities particularly for women, as well as children, the elderly, people with disabilities, and other disadvantaged groups is treated as a top priority.

Within the scope of this theme, a holistic approach is taken to assess women’s perception of safety which influences their use of public spaces the impact of caregiving responsibilities on participation in sports and recreational activities, and the need for the safe use of public spaces at different times of the day. The goal is to design sports and green spaces as environments that enhance the sense of safety for women and children through elements such as lighting, wayfinding, visibility, and amenities.

For people with disabilities, the accessibility of sports and green spaces is addressed through a holistic approach that goes beyond physical access to include wayfinding, ease of use, and the ability to move independently. At the same time, evaluating parks and sports areas in accordance with age- and gender-sensitive design principles necessitates the creation of flexible and inclusive spaces that cater to diverse user profiles.

The Green Space Management System (YAYSİS), developed with varying needs in mind, enables the analysis of green space access, adequacy of amenities, safety components, and the spatial and sociodemographic dimensions of user profiles, thereby providing data-driven contributions to equity-based planning and prioritization processes. Meanwhile, the play-based and flexible public space initiatives developed under the Istanbul Play Master Plan support children, women, and families particularly in neighborhoods with limited access in safely and inclusively engaging with public spaces.

Through this framework established under the “Sports and Green Spaces” theme, the principles of equity, inclusivity, and safety will be strengthened in the planning and management of public spaces in Istanbul; efforts to promote a fair approach to access to sports and green spaces will continue.

Prof. Dr. Tuğba ÖLMEZ HANCI,
Head of the Department of Parks, Gardens and Green Areas

THEME

SPORTS AND GREEN SPACES

GOAL

STRENGTHENING ACTIVE PARTICIPATION AND HEALTHY LIVING OPPORTUNITIES IN SPORTS AND GREEN SPACE SERVICES



OBJECTIVE 1: To increase women's and girls' access to and active participation in sports services under the vision of "Women Are Empowered Through Sports"

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G8O1A1 Supporting girls' participation in sports schools and Istanbul Metropolitan Municipality (IMM) Sports Schools in school gyms to enhance their access to sports	Percentage of girls benefiting from Istanbul Metropolitan Municipality (IMM) Sports Schools	%	Annual	2026	47	Department of Youth And Sports Services	Directorate of Subsidiaries Coordination	
				2027	47			
				2028	47.5			
				2029	48			
	Percentage of girls among children attending sports schools who use school gyms	%	Annual	2026	51.5	Department of Youth And Sports Services	Directorate of Subsidiaries Coordination	Provincial Directorate of National Education
				2027	52			
				2028	52.5			
				2029	53			
G8O1A2 Organizing outdoor sports events to increase women's participation in sports	Number of women participating in outdoor sports events	Person	Annual	2026	12.000	Department of Youth And Sports Services	Department of Parks, Gardens and Green Areas	District Municipalities
				2027	12.500			
				2028	12.500			
				2029	13.000			
G8O1A3 Increasing women's participation in sports programs	Percentage of women using Istanbul Metropolitan Municipality sports facilities	%	Annual	2026	41	Department of Youth And Sports Services	Directorate of Subsidiaries Coordination	
				2027	42			
				2028	43			
				2029	43			
G8O1A4 To increase women's access to and participation in sports services, provide women who meet the eligibility criteria with the opportunity to use sports facilities at reduced rates	Number of women using sports facilities at a discounted rate	Person	Annual	Monitoring Indicator*		Department of Youth And Sports Services	Directorate of Subsidiaries Coordination Department of Transportation	
G8O1A5 Supporting girls' active participation in sports through the Istanbul Metropolitan Municipality (IMM) Yıldız Screening Project	Number of girls benefiting from the Istanbul Metropolitan Municipality (IMM) Star Screening Project	Person	Cumulative	2026	500	Department of Youth And Sports Services	Directorate of Subsidiaries Coordination	Provincial Directorate of National Education
				2027	550			
				2028	580			
				2029	610			
G8O1A6 Increasing the participation rate of female athletes in the Istanbul Marathon and Istanbul Half Marathon, which are part of the international calendar	The percentage of female athletes among participants in the Istanbul Marathon and Istanbul Half Marathon	%	Annual	2026	33	Department of Youth And Sports Services	Directorate of Subsidiaries Coordination	Provincial Directorate of Youth and Sports Private Sector
				2027	34			
				2028	35			
				2029	36			

*No targets have been set for the monitoring indicators; monitoring will be conducted annually using actual data.

OBJECTIVE 2: Creating healthy living environments by increasing access to sports services

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G8O2A1 Increasing the number of sports facilities for people with disabilities	Number of sports facilities serving people with disabilities	Unit	Cumulative	2026	44	Department of Youth And Sports Services	Department of Survey And Projects	
				2027	46		Department of Technical Works	
				2028	48		Directorate of Subsidiaries	
				2029	50			
G8O2A2 Providing opportunities for retirees and/or individuals aged 65 and older to use sports facilities at reduced rates in order to increase their access to and participation in sports services	Number of retirees and/or individuals aged 65 and older who use sports facilities at a discounted rate	Person	Annual	2026	15.000	Department of Youth And Sports Services	Coordination	
				2027	16.000		Directorate of Subsidiaries	
				2028	16.500		Coordination	
				2029	17.000			
G8O2A3 Creation of rest areas for the elderly, people with disabilities, pregnant women, and parents using strollers	Number of parks equipped with shaded benches, pergolas, and gazebos	Unit	Cumulative	2026	80	Department of Parks, Gardens and Green Areas	Directorate of Subsidiaries Coordination	
				2027	230			
				2028	400			
				2029	590			
G8O2A4 Planning of sports facilities for people with disabilities	Number of parks equipped with sports equipment suitable for use by people with disabilities	Unit	Cumulative	2026	3	Department of Parks, Gardens and Green Areas		
				2027	10			
				2028	20			
				2029	34			
G8HOA5 Ensuring that materials used in urban design and park applications are safe for public health	Number of playgrounds converted using natural materials	Unit	Cumulative	2026	41	Department of Parks, Gardens and Green Areas		
				2027	86			
				2028	131			
				2029	186			

OBJECTIVE 3: To expand interactive play areas suitable for different age groups in parks and green spaces

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G803A1 Implementing initiatives to expand and improve play opportunities throughout the city, with a focus on disadvantaged areas	Number of districts where the Imagination Play Park (HOP) event was held	Unit	Annual	2026	19	Department of Parks, Gardens and Green Areas	Department of Social Services	District Municipalities
				2027	20			
				2028	21			
				2029	22			
	Number of children participating in the Imagination Playground (HOP) event	Person	Annual	2026	3.000	Department of Parks, Gardens and Green Areas	Department of Social Services	District Municipalities
				2027	3.100			
				2028	3.200			
				2029	3.300			

OBJECTIVE 3: To expand interactive play areas suitable for different age groups in parks and green spaces (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G8O3A2 Adding play elements other than traditional equipment to children's play areas in parks	Number of parks where play elements other than traditional equipment are included in children's play areas	Unit	Cumulative	2026	15	Department of Parks, Gardens and Green Areas		
				2027	30			
				2028	50			
				2029	75			
G8O3A3 Expanding the implementation of playground facilities in parks that cater to all age groups	Number of playgrounds catering to different age groups in newly constructed and renovated areas	Unit	Cumulative	2026	40	Department of Parks, Gardens and Green Areas		
				2027	80			
				2028	130			
				2029	180			
G8O3A4 Organizing father-child activities in parks, gardens, and green spaces	Number of participants in father-child activities	Person	Annual	2026	350	Department of Social Services	Department of Parks, Gardens and Green Areas	NGOs
				2027	400			
				2028	450			
				2029	500			



VIOLENCE AND DISCRIMINATION

As the Istanbul Metropolitan Municipality, we are building our efforts to combat violence and discrimination not merely as a reaction to moments of crisis, but as a comprehensive, preventive, and empowering local government policy. At the core of our approach, we prioritize women's right to life, their safety, and their demand for equal citizenship; we fully integrate the principle of equality into all of our municipality's service processes.

Combating violence is at the forefront of our human rights-based and equality-focused responsibilities as a local government. With this awareness, we are developing strategic policies aimed at preventing violence and meticulously implementing our November 25 Action Plan to Combat Violence Against Women in line with our current objectives. Under this plan, we are strengthening our institutional capacity day by day, raising public awareness, and expanding our support services particularly those for women and children across Istanbul.

Through the initiatives we carry out under the IMM Women's Unit, we are: We provide 24/7, uninterrupted, multilingual (Turkish, Kurdish, English, Arabic) social, psychological, and legal guidance to women who have been subjected to violence or are at risk. Through our Women's Support Hotline, Women's Counseling Units, and Women's Shelters, we operate a robust support system that ensures women never feel alone. Not only during the shelter process but also afterward, we facilitate women's reintegration into economic and social life through our support mechanisms, and we aim to expand these efforts. Through the multidimensional support we provide via our Istanbul Metropolitan Municipality Women's Service Centers, we contribute to women's empowerment in physical, economic, social, and digital spheres, thereby eliminating the inequalities created by discrimination.

Under the new Local Equality Action Plan, we have identified strengthening our protective and preventive services as a top priority. In this context, we are working to make our Sexual Violence Hotline and Units more effective;

provide regular training and supervision to our field staff in collaboration with women's organizations; enhance our awareness-raising efforts including updates to the "Mor Haritam" app to make the city safer for women; and conduct the monitoring and evaluation processes of our action plan in a transparent and effective manner.

In line with our vision to combat discrimination, we are strengthening participatory mechanisms that allow women to directly express their diverse needs. In particular, we are intensifying our outreach activities targeting women engaged in domestic labor and those working in precarious sectors, and we are expanding our guidance and counseling services to support women's employment. Through our career orientation programs and technical skills training aimed at transforming gender role stereotypes, we remain committed to building a safe, equal, and inclusive life for women in Istanbul.

Nazlı Enif DİPŞAR
Head of the Social Services Department



VIOLENCE AND DISCRIMINATION

A Strategic Approach to Combating Violence and Discrimination Within the Framework of Inter-Plan Complementarity

The Istanbul Metropolitan Municipality approaches the fight against violence and discrimination as a human rights-based, preventive, and empowering responsibility of local government; it implements its policies and practices in this area within an institutional framework through strategic documents. The plans prepared in this context are structured according to an institutional architecture that is complementary rather than repetitive.

Within this framework, the November 25 Action Plan to Combat Violence Against Women, implemented by the Istanbul Metropolitan Municipality, serves as the foundational operational document defining institutional policies, objectives, activities, and monitoring mechanisms in the field of combating violence against women. Under the plan, announced to the public by our Mayor, Mr. Ekrem İmamoğlu, the status of action implementation is monitored by departments through data entries in the system on a quarterly basis, thereby strengthening institutional accountability. Efforts related to child safety have also been structured in alignment with the scope of this plan.

While preparing the Local Equality Action Plan, preventing duplication of data and activities across institutional documents was adopted as a fundamental principle. For this reason, the actions, performance indicators, and implementation activities detailed in the November 25 Action Plan to Combat Violence Against Women were not carried over verbatim into the Local Equality Action Plan. This has clarified the division of responsibilities between the plans and prevented the duplication of data in monitoring and evaluation processes.

The “Violence and Discrimination” theme in our Local Equality Action Plan expands the framework for combating violence against women without abandoning it by adopting an intersectional

perspective. This approach ensures that violence and discrimination are addressed not only through the lens of gender but also in relation to age, disability, migration, socioeconomic status, and other factors. Thus, a functional complementarity has been established between the thematic action plans and the higher-level plans that form the policy framework.

Thanks to this strategic integration, Istanbul has established a clear roadmap toward becoming a city free from violence, rights-based, and fully inclusive not only for women but also for children, the elderly, people with disabilities, and all disadvantaged segments of society.

The **November 25 Action Plan to Combat Violence Against Women** an integral part of this inclusive vision, whose implementation and monitoring are meticulously carried out by our municipality can be

accessed via the following link:



THEME
GOAL

VIOLENCE AND DISCRIMINATION

TO PROMOTE A RIGHTS-BASED AND EQUALITARIAN APPROACH AGAINST ALL FORMS OF VIOLENCE AND DISCRIMINATION



OBJECTIVE 1: To raise institutional and societal awareness regarding the fight against discrimination and a rights-based approach

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION	
G901A1 Providing disability awareness training to ALO 153 Solution Center staff	Number of ALO 153 Solution Center staff who received disability awareness training	Person	Annual	2026	484	Department of Press, Publications and Public Relations	Department of Human Resources and Education	NGOs	
				2027	484				
				2028	484				
				2029	484				
G901A2 Organizing awareness training sessions on disability issues for neighborhood council members	Number of neighborhood council members participating in disability awareness training	Person	Annual	2026	200	Department of Social Services	Department of Mukhtar Services	Mukhtars	
				2027	230				
				2028	260				
				2029	290				
G901A3 Notifying the relevant institutions and organizations when women and girls without a population registration are identified during home visits	Number of unregistered women and girls reported	Person	Annual	Monitoring Indicator*		Department of Social Services		District Directorates of Family and Social Services District Municipalities District Population Directorates	
G901A4 Conducting training and awareness-raising activities for IETT drivers	Number of drivers participating in training on approaching and communicating with people with disabilities	Person	Annual	2026	300	Department of Transportation	DDepartment of Human Resources and Education	IETT	
				2027	300		Directorate of		
				2028	300		Subsidiaries Coordination		
				2029	300				
G901A5 Conducting training and awareness campaigns to increase awareness of the municipality's existing mechanisms to combat harassment, violence, and bullying in the workplace	Number of employees who have received awareness training on harassment, violence, and bullying in the workplace	Person	Annual	2026	6.000	Department of Health Affairs	Department of Human Resources and Education	NGOs	
				2027	6.000		Department of Social Services		
				2028	6.000				
				2029	6.000				
G901A6 Conduct awareness and training activities for healthcare personnel on combating all forms of discrimination	Number of in-service training sessions organized on combating discrimination against healthcare personnel	Unit	Cumulative	2026	20	Department of Health Affairs	Department of Human Resources and Education	NGOs	
				2027	22				
				2028	24				
				2029	26				
G901A7 Organizing in-service training for social investigation staff so they can refer issues they encounter in the field to the relevant institutions and Istanbul Metropolitan Municipality (IMM) units	Number of social assessment staff who participated in training sessions on legal regulations, mechanisms, and municipal services	Person	Annual	2026	310	Department of Social Services	All Departments	NGOs	
				2027	310				
				2028	310				
				2029	310				

*No targets have been set for these monitoring indicators; they will be monitored annually using actual data.

OBJECTIVE 1: To increase institutional and societal awareness regarding the fight against discrimination and a rights-based approach (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G9O1A8 Conducting internal and external awareness campaigns to prevent age discrimination	Number of events organized to prevent age discrimination among the general public	Unit	Annual	2026	10	Department of Social Services	Department of Culture, Arts and Social Affairs Department of Health Affairs	NGOs Universities
				2027	10			
				2028	10			
				2029	10			

OBJECTIVE 2: To expand protective and preventive service models against all forms of violence, neglect, and abuse, based on the principle of the best interests of the child

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G9O2A1 Providing awareness training to families on peer bullying	Number of parents trained on peer bullying	Person	Annual	2026	200	Department of Social Services		NGOs
				2027	250			
				2028	300			
				2029	350			
G9O2A2 Conducting protective and preventive professional activities by the Children's Rights Unit regarding issues of neglect and abuse affecting children and caregivers	Number of participants in comprehensive initiatives addressing neglect and abuse	Person	Annual	2026	4.500	Department of Social Services	Department of Municipal Police	District Directorates of Family and Social Services Istanbul Chief Public Prosecutor's Office District Police Departments District National Education Directorates
				2027	5.000			
				2028	5.250			
				2029	5.300			
G9O2A3 Conducting awareness-raising activities on the prevention of child and forced marriages	Number of events/activities/initiatives addressing the prevention of child and forced marriages	Unit	Annual	2026	12	Department of Social Services		Provincial Directorate of Family and Social Services Provincial Directorate of National Education NGOs
				2027	20			
				2028	30			
				2029	50			
G9O2A4 Providing education on privacy and bodily autonomy for children and families	Number of participants in education sessions on privacy and bodily autonomy	Person	Annual	2026	4.000	Department of Social Services		NGOs
				2027	5.000			
				2028	5.500			
				2029	6.000			
G9O2A5 Providing training to parents on child labor	Number of participants in training sessions on combating child labor	Person	Annual	2026	100	Department of Social Services	Department of Municipal Police	Provincial Directorate of Family and Social Services District Municipalities District Police Departments NGOs
				2027	150			
				2028	175			
				2029	200			

OBJECTIVE 2: To expand protective and preventive service models against all forms of violence, neglect, and abuse, based on the principle of the best interests of the child (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G9O2A6 Organizing child rights-based training programs for staff	Number of staff members who received child rights-based training	Person	Annual	2026	500	Department of Human Resources and Education	All Departments	
				2027	500			
				2028	500			
				2029	500			
G9O2A7 Conducting activities related to families and children identified by SEDEP as being at risk of child labor	Number of families identified as being at risk of child labor and for whom a report was filed	Unit	Annual	2026	370	Department of Social Services	Department of Municipal Police	District Directorates of Family and Social Services Istanbul Chief Public Prosecutor's Office District Police Departments District National Education Directorates
				2027	380			
				2028	400			
				2029	415			

OBJECTIVE 3: Ensure equal access to urban services for different cultural groups

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G9O3A1 Organizing activities to support the social integration of various cultural groups (Roma, immigrants, etc.)	Number of women participating in social integration activities	Person	Annual	2026	1.000	Department of Social Services	Department of Culture, Arts and Social Affairs	Provincial Migration Administration District Municipalities NGOs
				2027	1.200			
				2028	1.400			
				2029	1.500			
G9O3A2 Organizing inclusive communication and awareness training sessions on migration for decision-makers, managers, and field staff	Number of communication/awareness training sessions organized in the field of migration	Unit	Annual	2026	9	Department of Social Services	Directorate General of Human Resources and Training	
				2027	11			
				2028	13			
				2029	15			
G9O3A3 Organizing social integration activities to help refugee and migrant children overcome integration challenges	Number of children participating in social integration activities	Person	Annual	2026	950	Department of Social Services	Department of Culture, Arts and Social Affairs	Provincial Migration Administration District Municipalities NGOs
				2027	1.050			
				2028	1.250			
				2029	1.300			
G9O3A4 Development of counseling services for refugees	Number of refugees receiving counseling services	Person	Annual	2026	85	Department of Social Services		Provincial Migration Administration Directorate
				2027	95			
				2028	105			
				2029	110			

OBJECTIVE 3: Ensuring equal access to urban services for different cultural groups (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G9O3A5 Providing translation support in the languages needed by households during social assessments	Number of translation support services provided during social assessments	Unit	Annual	2026	5.000	Department of Social Services		NGOs
				2027	5.500			
				2028	6.000			
				2029	6.500			

OBJECTIVE 4: Strengthen comprehensive protection, prevention, and support mechanisms in the fight against violence against women

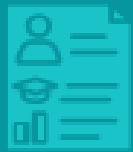
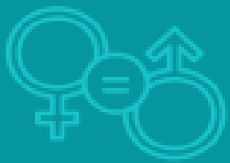
ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G9O4A1 Monitoring and follow-up of the November 25 Action Plan to Combat Violence Against Women	Rate of follow-up on the Action Plan to Combat Violence Against Women	%	Cumulative	2026	100	Department of Social Services	All Departments	Women's NGOs
				2027	100			
				2028	100			
				2029	100			
G9O4A2 Provision of services through the Sexual Violence Hotline and Sexual Violence Response Units	Services provided through the Sexual Violence Hotline and Sexual Violence Response Units	Person	Annual	2026	2.200	Department of Social Services		Provincial Directorate of Family and Social Services NGOs
				2027	2.500			
				2028	2.800			
				2029	3.100			
G9O4A3 Providing training and supervision support to staff working in the field of violence against women, in collaboration with women's organizations	Number of staff who benefited from training and supervision support for those working in the field of violence against women	Person	Annual	2026	28	Department of Social Services	Department of Human Resources and Education	NGOs
				2027	28			
				2028	28			
				2029	28			
G9O4A4 Increasing the number of self-defense workshops for women	Number of women participating in self-defense workshops	Person	Annual	2026	190	Department of Social Services	Department of Youth And Sports Services	NGOs
				2027	220			
				2028	250			
				2029	280			
G9O4A5 Organizing seminars to raise awareness about women's legal rights regarding violence	Number of participants in seminars on women's legal rights regarding violence	Person	Annual	2026	5.000	Department of Youth And Sports Services	Department of Social Services	Istanbul Bar Association NGOs
				2027	5.000			
				2028	5.000			
				2029	5.000			

OBJECTIVE 4: Strengthen comprehensive protection, prevention, and support mechanisms in the fight against violence against women (continued)

ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT TO COLLABORATE WITH	STAKEHOLDER FOR COLLABORATION
G904A6 Conducting awareness campaigns to increase recognition of the internationally recognized "I Need Help" sign	Number of people trained as part of training programs on combating violence against women that include the "I Need Help" sign	Person	Annual	2026	3.500	Department of Social Services		Women's NGOs
				2027	4.000			
				2028	4.500			
				2029	5.000			
G904A7 Organization of Far Eastern and martial arts events	Percentage of girls and women participating in martial arts and self-defense training	%	Annual	2026	40	Department of Youth And Sports Services	Directorate of Subsidiaries Coordination	
				2027	41			
				2028	42			
				2029	43			

OBJECTIVE 5: Conduct initiatives aimed at transforming gender stereotypes

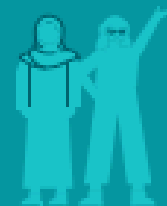
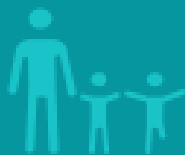
ACTION	INDICATOR	MEASUREMENT UNIT	INDICATOR TYPE	TARGET YEAR	TARGET	RESPONSIBLE UNIT	UNIT WITH WHICH TO COLLABORATE	STAKEHOLDER FOR COLLABORATION
G905A1 Introducing professions traditionally considered "male-dominated" (such as captaincy, engineering, and piloting) to women and girls at ISADEM centers and community centers like Neighborhood Houses	Number of girls participating in activities aimed at introducing professions defined as "male-dominated" due to gender stereotypes	Person	Annual	2026	600	Department of Social Services	Directorate of Subsidiaries Coordination	NGOs Private Sector Universities
				2027	650		Department of Fire Services	
				2028	700		Department of Rail Systems	
				2029	750		Department of Municipal Police	
G905A2 Organizing hands-on training programs for women in technical and practical skill areas traditionally attributed to men in society (vehicle maintenance, minor repairs and renovations, etc.)	Number of women participating in equality- focused workshops	Person	Annual	2026	300	Department of Social Services	Directorate General of Youth and Sports Services	
				2027	350			
				2028	400			
				2029	450			
G905A3 Organizing seminars in classroom workshops with the participation of professional representatives to raise awareness that professions traditionally viewed as male- or female-dominated in society can be practiced by anyone, regardless of gender	Number of seminars organized to raise awareness	Unit	Annual	2026	2	Directorate General of Youth and Sports Services	Directorate of Subsidiaries Coordination	IETT
				2027	3		Department of Fire Services	
				2028	4		Department of Rail Systems	
				2029	5		Department of Municipal Police	



5

LOCAL EQUALITY ACTION PLAN | 2026–2029

MONITORING AND EVALUATION





MONITORING AND EVALUATION

Under the LEAP framework, 9 themes and 31 targets have been identified. The actions and indicators developed in line with these targets aim to involve all municipal departments and relevant stakeholders in gender equality efforts and to ensure the institutional adoption of a gender-responsive budgeting approach.

The LEAP monitoring process is structured in two phases: the first phase involves internal monitoring, while the second phase involves external monitoring through annual reporting. In this context, the actions related to the objectives and targets under each theme, along with the indicators associated with these actions, have been assigned to the relevant department heads and directors via the QPR system. Targets related to the directorates' planning for the year were retrieved through the system and archived via official correspondence.

In the directorates, the KGS which is responsible for reporting on the Strategic Plan and Performance Programs works with the DBS, which consolidates the data and submits it for approval, to carry out target assignments and data entry under the LEAP framework. Progress toward these targets is monitored and reported on a quarterly basis in January, April, July, and October, and annually at the end of the year. In addition to entering data through the system, the directorates also provide qualitative descriptions of how, where, and with which stakeholders their activities were carried out.

The data collected and reports prepared during the specified periods are submitted by the LEAP Coordination Unit to the Local Equality Commission every three months, and by the Commission to the Local Equality Council every six months; progress on the plan is regularly monitored through these bodies.

As part of the external monitoring process, the LEAP Evaluation Report is prepared at the end of the year. In this context, data obtained from the units is compiled, and detailed explanations regarding issues deemed incomplete are requested from the relevant units, after which the report is finalized and

The prepared report is shared with relevant stakeholders primarily the public, NGOs, academia, and district municipalities in accordance with the established methodology; the LEAP monitoring process is conducted transparently by incorporating stakeholder opinions and evaluations.

Indicator	Target Value	Actual Value	Percentage	Status
1. Gender Equality Council's gender equality training for district directors	100%	100%	100%	Completed
2. Gender Equality Council's gender equality training for district directors	100%	100%	100%	Completed
3. Gender Equality Council's gender equality training for district directors	100%	100%	100%	Completed
4. Gender Equality Council's gender equality training for district directors	100%	100%	100%	Completed
5. Gender Equality Council's gender equality training for district directors	100%	100%	100%	Completed
6. Gender Equality Council's gender equality training for district directors	100%	100%	100%	Completed
7. Gender Equality Council's gender equality training for district directors	100%	100%	100%	Completed
8. Gender Equality Council's gender equality training for district directors	100%	100%	100%	Completed
9. Gender Equality Council's gender equality training for district directors	100%	100%	100%	Completed
10. Gender Equality Council's gender equality training for district directors	100%	100%	100%	Completed

QPR Reporting Screen

LEAP MONITORING AND REPORTING TEAM

Local Equality Council Local
Equality Commission
Directorate General of Strategy Development,
Department of Strategy Development
Local Equality Action Plan Coordination Unit



You can visit our website for all published reports.

REFERENCES



- 1 Recreation: A form of entertainment based on physical activity, without rules. It is a use of time that is not profit-oriented, does not require regular participation, and refreshes the individual while facilitating interaction with their surroundings. It encompasses free time remaining after work and personal commitments.
- 2 UNWOMEN, BMOP, "Kadın Dostu Yerleşimler"e Doğru Yerel Planlama ve Hizmet Sunum Modeli Uygulama Rehberi, Birleşmiş Milletler Kadın ve Kız Çocuklarının İnsan Haklarının Korunması ve Geliştirilmesi Ortak Programı, Ankara: 2009, s. 14.
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LOCAL EQUALITY ACTION PLAN

(2026–2029) DUTY ASSIGNMENTS

PROJECT MANAGEMENT AND COORDINATION

Head of the Strategy Development Department

Nihan YUCEL

Head of the Social Services Department

Nazlı Enif DIPSAR

Manager of the Strategy Development Branch

Abdullah PAKSOY

Deputy Manager of the Strategy Development Branch

Nesibe SAHIN

STRATEGY DEVELOPMENT DEPARTMENT PROJECT COORDINATION UNIT

Gizem AYKANAT CEVIZ

Gizem POLAT

Sabri BAYAT

PROJECT SUPPORT TEAM

Women and Family Services Branch Directorate

Doğucan ERDOĞAN

Gözde Eda OZ

Department of Social Services

Deniz SEVİM

Gamze SAYGILI

Kübra Özlem USLU AYDIN

Child Services Branch Directorate

Özgür BİLGİÇ

Division of Services for People with Disabilities

Betül Asya AYTAS

Istanbul Darülaceze Branch Directorate

Tuba BAYRAM

Youth Services Branch Directorate

Betül Amine İNCEKARA

Meriç MUSLU

Graphic Design

Selma DEMIRHAN UZUNYASA

Editor

Gizem POLAT

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