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COMPARATIVE INVENTORY ON GENDER EQUALITY FOR BULGARIA AND TURKEY

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BULGARIA	TURKEY
INTERNATIONAL LEGISLATION	
<p>The basic principles of equality between women and men are proclaimed in the Universal Declaration of Human Rights, 1948. <i>Article 7</i> states that “<i>All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.</i>”. Based on this fundamental provision the United Nations, the International Labor Organization and the Council of Europe adopted a number of international documents for elimination of discrimination, all ratified by the Republic of Bulgaria (Please refer to Annex 1 - Bulgaria).</p> <p>Bulgaria is firmly committed to the principles and goals of the final documents, adopted at the UN World Conferences on Women in: Mexico (1975), Copenhagen(1980), Nairobi(1985), Beijing(1995).</p>	<p>Turkey is a constituent country both to the UN (including its secondary body and organizations such as ILO, WHO etc) and the Council of Europe. In accordance with the principles laid down by these institutions, Turkey has ratified a number of documents that introduce and recognize the principle of equality between women and men. (Please refer to Annex 1 - Turkey).</p> <p>Turkey is also firmly committed to the principles and goals of the final documents, adopted at the UN World Conferences on Women in: Mexico (1975), Copenhagen(1980), Nairobi(1985), Beijing(1995) and Beijing+5</p>
EUROPEAN UNION LEGISLATION (ACQUIS COMMUNAUTAIRE)	
<p>The legal framework of gender equality and equal opportunities for women and men is proclaimed in the provisions of the <i>Amsterdam Treaty (1997)</i> as a further development of the provisions of <i>Maastricht Treaty (1992)</i>. The <i>Amsterdam Treaty</i> focuses on tackling discrimination of all kinds and providing for equal opportunities for men and women. Further development of the concept are the decisions of the <i>Treaty of Nice (December 2000)</i> and the <i>Treaty of Lisbon (March 2002)</i>, which emphasize on the necessity of national action plans for promotion of gender equality. The legal standards of Amsterdam Treaty find their detailed expression in the European Union Directives on different aspect of the equality between women and men.</p>	

NATIONAL LEGISLATION

<p>Bulgarian Constitution</p>	<p>The Bulgarian Constitution was adopted in 1991 by the 7th Great National Assembly. Equal rights and the principle of non-discrimination are enshrined in the Constitution (<i>Fundamental principles, Article 6: (1) All persons are born free and equal in dignity and rights.(2) All citizens shall be equal before the law. There shall be no privileges or restriction of rights on the grounds of race, nationality, ethnic self-identity, sex, origin, religion, education, opinion, political affiliation, personal or social status or property status.</i>)</p> <p>However, the Constitution does not explicitly provide specific regulations for gender equality. (Articles 46 and 47 of its Chapter on Fundamental Rights and Freedoms settle family relations and parenthood based on equal rights and obligations (<i>Article 46 (2) Spouses shall have equal rights and obligations in matrimony and the family; Article 47 (1) The raising and upbringing of children until they come of legal age shall be a right and obligation of their parents and shall be assisted by the state; (2) Mothers shall be the object of special protection on the part of the state and shall be guaranteed prenatal and postnatal leave, free obstetric care, alleviated working conditions and other social assistance.</i>)</p>	<p>Turkish Constitution</p>	<p>The Turkish Constitution was adopted in 1982. ‘Equality before law’, in other words, the principle of equality is enshrined in the Constitution (Article 10) Article 10 of the Constitution ensures that all individuals are equal without any discrimination before the law, irrespective of language, race, color, sex, political opinion, philosophical belief, religion and sect, or any such considerations. However, in Turkey, it is the public opinion that “equality before law” does not necessarily lead to “de facto equality” or ‘equality in results’. In fact, ‘de facto discrimination’ still prevails and positive discrimination is ‘sine qua non’ to ensure ‘de facto equality’. With this caveat in mind, a short while ago a new clause on gender equality has been introduced to the Article 10 of the Constitution that reads “women and men have equal rights” and “the state is responsible for taking all necessary measures to realize equality between women and men.” There are also other provisions in the Constitution laying down supplementary clauses regarding equality in the family (Article 41), in acquiring citizenship (Article 66) in public services (Article 70), in social security (Article 60)</p>
<p>Family code</p>	<p>The Family code (1985, amended 1992) settles the relationship in marriage, relation and adoption, guardianship and trusteeship. The Family Code is based on the principle of “... equality of men and women ...” (<i>Article 3</i>)</p>	<p>Family code (Civil Code)</p>	<p>The new Civil Code was adopted by the Parliament in 2001 and entered into force in 2002. With the new Turkish Civil Code, the former provision stating that “the husband is the head of the household” has been abolished, the legal age of marriage has been replaced with 17 years of age for both women and men, a new</p>

			<p>provision has been introduced to provide that a married woman may request to use her maiden name, a new clause has been added, stating that “the spouses will use the house together”. The new Code also ensured that the mother and the father are both accorded equal rights in exercising the rights of guardianship for children. Also, it is stated that the spouses shall manage the household together, both spouses may legally represent the marriage with respect to the expenses of the marital union for the duration of the marriage. One of the most important formulations of the new Code is the introduction of the new system regulating “sharing of acquired goods”. The new Code sets the equal division of the property acquired during marriage as the legal property regime, assigning an economic value to women’s hitherto invisible labor. According to the provisions of “sharing of acquired goods”, in addition to the right to manage the household together with the husbands during marriage, women also can claim their rights to share half of the goods acquired during marriage. A new provision has also been introduced, which provides that neither of the spouses needs the agreement of the other when choosing a profession or trade. In other words women do not any longer have to ask for their husbands’ permission to start working.</p>
Labour code	<p>The Labour code (1986, amended 2001) prohibits all sorts of discrimination, privileges, limitations based on nationality, origin, gender and race (<i>Article 8(3): In the exercise of labour rights and duties no direct or indirect discrimination, privileges or restrictions shall be allowed on grounds of ethnicity, origin, sex, race, skin colour, age, political and religious convictions, affiliation to trade union and other public organizations and movements, family, social and property status and disability.</i>) The amendment to the Code in 2001 introduced the principle of equal pay to women and men (<i>Article 243</i>). By the end of 2003 certain amendments to the Labour Code introduced the definitions of indirect</p>	Labour code	<p>The new Labor Code was adopted by the Parliament in 2003 (Labor Code No. 4857) Article 5 of the Labor Code No. 4857, entitled “Principle of Equal Treatment”, regulates labor life most extensively. In accordance with this article, in labor relations, discrimination on the basis of language, race, gender, political view, philosophical belief, religion and sect or any such considerations cannot be made. According to the second paragraph of the same article, the employer cannot apply a different procedure to the part-time worker against a full time worker, and/or to the worker employed for a definite period against a worker employed for an indefinite period, unless there are material reasons. The third paragraph of the article states that the employer cannot directly or</p>

	discrimination (Supplementary Provisions, §1,7). Moreover, when advertising job vacancies employers will not have the right to set requirements relating to gender and age.		indirectly apply a different procedure to the worker on the basis of gender or pregnancy in the making of the labor agreement, establishing, implementing or ending its conditions, unless necessitated by biological reasons or reasons pertaining to the nature of the work. According to the fourth paragraph, lower wage cannot be decided upon for a job of the same or equal value on the basis of gender. In the fifth paragraph it is said that the implementation of special protective provisions on the basis of the worker's gender does not justify the implementation of a lower wage. It follows that, if the employer violates the above provisions in the execution or termination of the employment relationship, the employee may demand compensation up her (his) four months' wages plus other claims of which she (he) has been deprived.
<i>Social Insurance Code</i>	A new <i>Social Insurance Code</i> was adopted in Bulgaria in August 2003, bringing together and reforming previous separate items of legislation on pensions and other areas of social security. Trade unions have a number of concerns about the Code's provisions on occupational pensions. The state public insurance shall be implemented on the principles of obligatory and comprehensive insurance and equality of the insured persons (Art. 3, 1 and 3)	Social Security Code	Articles 60 of the Turkish Constitution states that everyone has the right to social security and that the state shall take the necessary measures and establish the organizations for the provision of social security. The regulations related with social security rights can be found in the Labor Code No. 4857, Social Security Law No. 506, Pensioners' Fund Law No. 5434, Social Security (Agricultural Wage Earners) Law No. 2925 and Social Security (Agricultural Self-Employed) Law No. 2926, and Social Security (Self Employed) Law No. 1479. Social Security Law No. 506 regulates the rights of social security of the wage earners working under the Labor Code. According to Article 6, the employee automatically becomes insured with the beginning of the term of his/her employment. The rights and responsibilities of being insured are compulsory and unavoidable. In the contracts, there can be no provisions stating the reduction of the coverage of the social security assistance and responsibilities and the transferability of its content.

			Public servants will be entitled to the Retirement Fund for Civil Servants of the Republic of Turkey. Therefore, they are provided social benefits with the aforementioned Law.
Law on Protection against Discrimination	<p><i>The Law on Protection against Discrimination</i> (in force since January 2004), which aims at transposing a number of key directives in this area (equal pay, equal treatment in employment, pregnant women and burden of proof). The comprehensive anti-discrimination law is aimed at reaching a large degree of alignment with the <i>acquis</i>. It introduces a system of sanctions and envisages the establishment of a Commission for protection against discrimination as an independent body and will report to the National Assembly. The Commission will be comprised of fifteen persons, of which at least three will be lawyers. The National Assembly will select nine and the President of the Republic six members of the Commission. This Commission will appoint permanent panels, dealing amongst others with ethnic and racial discrimination and gender equality. However, By the end of July 2004 the Commission has not been established yet.</p> <p>Some of the activities of the Commission for protection against discrimination will include establishing breaches and imposing sanctions in accordance with the Law; making proposals to the Executive powers and local self-government institutions to annul laws issued in contravention of the Law; appealing administrative laws enacted in contravention of this Law; providing information to persons about their rights and obligations laid down by this Law and, at their request, providing funding for their protection etc.</p>	Protection against Discrimination	There is no specific law in Turkey laying down a general framework for protection against discrimination. But, Article 5 of the Labor Code consists of provisions that can transpose some key directives such as equal pay, equal treatment in employment, protection of pregnant women etc. The Ministry of Labor and Social Security that is responsible for the implementation of Article 5 of the Labor Code. The Ministry is planning to set up a monitoring committee on the said subject.

<p><i>Law on Countering Trafficking in Human Beings</i></p>	<p><i>The Law on Countering Trafficking in Human Beings (of May 2003, in force since January 2004)</i> introduces measures to prevent trafficking, improve co-ordination between state bodies and NGOs and protect the victims of illegal trafficking in human beings. The law is drawn up in line with the UN Convention against transnational organized crime and its supplementing Protocol to prevent, suppress and punish trafficking in persons, especially women and children. Both have been ratified by Bulgaria. The National Border Police and the National Service for Combating Organized Crime are mandated to fight trafficking. The Law envisages the establishment of a National Commission with the Government and chaired by a deputy prime minister. Apart from the government officials (deputy ministers and deputy presidents of national agencies), this Commission will include also representatives of non-governmental organizations and international institutions working in the field of countering illegal trafficking in people. The National Commission will set up local commissions with the municipalities, chaired by deputy mayors. The National and the local commissions will coordinate the interrelation between the different agencies and develop programs for the implementation of the Law on national and local level. Secondary legislation is to be developed in 2004.</p>	<p>Trafficking in Human Beings</p>	<p>Turkey is among the countries that have signed UN Conventions and Protocols on combating organized crime in general and illegal trafficking human beings in particular. Accordingly, there are a number of newly established departments both in the Ministry of Interior and the Ministry of Justice. This does not mean that there is a specific law on the prevention of illegal trafficking in human beings. Only, the new Penal Code, deals with the issue of trafficking in human beings to a certain extend. Also, very few NGOs involved in this issue, due to its extremely complex nature.</p>
<p><i>Law on the Ombudsman</i></p>	<p><i>The Law on the Ombudsman (May 2003, in force since January 1, 2004)</i>. The Parliamentary Ombudsman and his Deputy will be in charge of investigating violations of citizens' rights and liberties by state or municipal bodies and their administrations, as well as by persons who provide public services. In this context, they are entitled to access and receive any relevant data for inspection. Financial independence is provided for, as well as immunity. The</p>	<p>The Ombudsman Institution</p>	<p>Discussions on the ombudsman have a long history in Turkey, yet, there is no law regulating ombud except the one with local government. Women's NGOs has brought this issue to the public attention very often, but they are not able to reach the successful result.</p>

	Ombudsman and his deputy are elected for five years by a simple majority of votes in Parliament. They are exclusively answerable to Parliament and have to present an annual report on their activity. Their opinions and recommendations will be made public.		
<i>Bill on Protection against Domestic Violence</i>	<i>The Bill on Protection against Domestic Violence</i> – approved by the National Assembly at first reading in June 2004. It deals with the penalties against domestic violence and protection of its victims.	<i>Protection Order</i>	The Turkish Parliament adopted the Law on the Protection of the Family (Protection Order), No. 4320, in 1998. Under the new law, state regulation and intervention are meant to the prevention of violence against women in the “private sphere,” Although the Law on the Protection of the Family No. 4320 is not enough to tackle the issue of domestic violence, it is an important turning point to enable women to enjoy their human rights. Between 2002 and 2003, 6373 court cases related to the Law on the Protection of the Family were given a verdict.
<i>The Bill on Equal Opportunities for Women and Men</i> – rejected by the National Assembly	Bulgaria still has not adopted specific gender equality legislation. <i>The Bill on Equal Opportunities for Women and Men</i> was prepared in the period between August 2000 - February 2001 by the Ministry of Labour and Social Policy with which was established a select Consultative Council on Equal Opportunities for Women and Men, including experts from the state administration, academic circles and non-governmental sector. However, it was twice rejected by the National Assembly in 2002 and 2003. The Law would have provided guarantees for non-discrimination in the fields of employment, political participation, education, gender stereotypes, including affirmative measures for women’s participation in decision making. Because of the rejection of the draft law the institution of the Ombudsman on Equal Opportunities has not been established as well.	Equal Opportunities for Women and Men	Turkey does not have any legislation addressing the issue of gender equality. It is, however, high on the agenda of women’s NGOs. Women from different NGOs have established a network to discuss this issue and to prepare the draft. It should be noted here that gender equality act has been brought to the table long ago, immediately after Beijing Conference. A seminar was held in 1996 in Ankara in which experts from the Council of Europe did attend and share their experiences with women in Turkey.

NATIONAL PLANS ON GENDER EQUALITY

<p><i>National Action Plans on Employment</i></p>	<p>The <i>National Action Plans on Employment</i> (2002, April 2003, February 2004), developed by the Ministry and adopted by the Council of Ministers, include a section on promotion of equal opportunities for women and men. In this aspect, the National Action Plan for Employment for the last three years expresses the state policy, which introduces several consistent and special measures for encouraging the participation of women on the labor market, reconciliation of work and family life etc.</p>	<p><i>Employment</i></p>	<p>Turkey has had a long tradition of development planning starting from 1963. The Sixth Development Plan is the first Plan in where gender equality issue was clearly addressed. This understanding, however, fell short to take necessary measures to improve the status of women in the society. The same rule applied to the employment issue, therefore, it can be said that Turkey does not have any particular national action plan on employment. Nevertheless, some preparatory work has been started by the Employment Organization recently in line with the Strategic Employment Plan of the EU.</p>
<p><i>Bulgarian National Plan of Action, 1997</i></p>	<p>The <i>Bulgarian National Plan of Action</i> in implementation of the commitments of the Republic of Bulgaria undertaken at the UN Fourth World Conference on Women, (Beijing, 1995) was approved by the National Council on Social and Demographic Issues with the Council of Ministers on July 2, 1996. (For reference, please visit: http://www.un.org/documents/ga/conf177/natrep/nap1996-bulgaria.htm)</p> <p>The document is a combination of government initiatives and initiatives, suggested by the non-governmental organizations. The results of the implementation of the Plan are mainly achieved by the non-governmental sector, which works consistently in the main directions, outlined in the Beijing Platform and Plan for Action (1995).</p> <p>The main goal of the measures is the achievement of real equality and development of women in all spheres of social</p>	<p>National Action Plan of 1996</p>	<p>Soon after the Beijing Conference, the national machinery had organized a series of meetings with women's NGOs and other stakeholders in order to prepare national action plan. Women and experts from NGOs, academia, public institutions came together and prepared a plan in line with Beijing Platform Action. The national action plan covered all issues, but, partly implemented due to lack of political will, human and financial resources.</p>

	life on the basis of sustainable social and economic development and reaffirmation of the democratic civil society. The need of institutional mechanisms for providing equal opportunities to women and men is stated in the Plan as well as the necessary steps that should be taken for making amendments to the legal system. The Plan gives account for the responsible institutions and organizations and the necessary resources for the implementation.		
National Plan on Gender Equality	A new National Plan on Gender Equality should be developed in 2004 in alignment with the commitments of Bulgaria on Chapter 13 Social Policy and Employment.	National Plan on Gender Equality	There are a number of national action plans in Turkey, prepared by government and NGOs at different times. The latest one is prepared by one of women's NGOs in 2003 that focuses more on 'representation'. At present, Turkish authorities do not seem to bind themselves to prepare a new plan on gender equality in line with the EU social policy and employment. There is, however, some initial works on employment in line with the European Employment Strategy.

GOVERNMENT REPORTS TO UN COMMITTEES

Bulgaria is required to submit periodic Government Reports detailing the compliance and implementation of international conventions with regard to women's issues to to the UN <i>Committee on Elimination of All Forms of Discrimination against Women</i> , the <i>International Covenant on Economic, Social and Cultural Rights</i> and the <i>International Covenant on Civil and Political Rights</i> .		Turkey is already submitted the fourth and fifth combined periodic report to the UN <i>Committee on Elimination of All Forms of Discrimination against Women</i> that will be examined by the Committee in 2005. Besides this, more than 400 women came and worked together for a 'shadow report'. This report issued and submitted to the Committee through DAW/IWRAW.	
Committee on Elimination of All Forms of Discrimination against Women	<p>First Periodic Report (1983); Second and Third Periodic Report (1994);</p> <p><u>Concluding observations of the Committee on the Second and Third Periodic Reports (1998):</u> (http://www.unhchr.ch/tbs/doc.nsf/(Symbol)/A.53.38.paras.20)</p>	Committee on Elimination of All Forms of Discrimination against Women	<p>First Periodic Report (1990), Second and Third Periodic Report (1997); www.un.org/womenwatch/asp</p> <p>The Committee recommended that Turkey must withdraw its reservations to substantial articles of the Convention. Turkey did</p>

	<p>8-261.En?Opendocument)</p> <p>The Committee commended Bulgaria for adopting a national action plan and for its efforts in establishing an intergovernmental commission to monitor the plan's implementation. The Committee also commended Bulgaria for withdrawing its reservation to Article 29. One of the main concerns for the Committee, however, was violence against women in both the public and private spheres. The general perception of domestic violence as a private matter persists. Moreover, legal proceedings may only be initiated upon the complaint of the victim. The Committee recommended that stronger laws protecting women be adopted, including a law providing for prosecution independent of whether a victim complains. The Committee also urged the Bulgarian government to develop medical, psychological, and other measures to aid women victims, encourage women to seek redress, and change attitudes. The Committee expressed concerns over victims of trafficking, including Bulgarian women trafficked to other countries as well as foreign women trafficked into Bulgaria. Finally, the Committee noted that achieving <i>de facto</i> equality for women was hampered by Bulgaria's historical approach through <i>de jure</i> equality; the Committee expressed concerns that there were no special affirmative action laws aimed at bringing about <i>de facto</i> equality through Article 4(1) of the Convention.</p> <p><i>The Fourth</i> (due 1995), <i>Fifth</i> (due 1999) and <i>Sixth</i> (due 2003) <i>Periodic Reports</i> are not submitted.</p>		<p>so and withdrew the reservation in 1999. Turkey also adopted a new Civil Code that has more egalitarian provisions in consistent with the provisions of the CEDAW</p> <p>Harmful traditional practices such as crimes of honor and domestic violence were among the main concerns of the Committee. Turkey acted upon and managed to adopt protection orders one year later (1998). The Committee, on the other hand, welcomed the expansion of compulsory primary education from 5 years to 8 years, but expressed its concern on low participation rate of girls. The Committee found the rate of illiteracy among women, unacceptable. The Committee also expressed its concern on very low female participation rate in labor market. Lastly, the Committee underlined the need for temporary specific measures to correct those imbalances.</p> <p><i>The Fourth</i> and the <i>Fifth</i> Combined Periodic Report is already submitted and going to be examined by the Committee in 2005.</p>
<p>International Covenant on Economic,</p>	<p><i>Report on the position of women in Bulgaria and on their rights in the public sphere:</i> <i>First Periodic Report:</i> Articles 6-9(1978), Articles 10-12</p>	<p>International Covenant on Economic, Social</p>	<p>Turkey has recently ratified (2003) International Covenant on Economic, Social and Cultural Rights, therefore, it will submit its first report in due time.</p>

<p><i>Social and Cultural Rights</i></p>	<p>(1982), Articles 13-15 (1983); <i>Second Periodic Report</i>: Articles 6-9 (1984), Articles 10-12 (1987), Articles 13-15 (not submitted); <i>Third Periodic Report</i> (1996);</p> <p><u>Concluding observations of the Committee (1999):</u> http://www.unhchr.ch/tbs/doc.nsf/(Symbol)/E.C.12.1.Add.37.En?Opendocument</p> <p>The Committee noted the lack of legal protection against termination of employment based on pregnancy and recommended that Bulgaria prohibit such dismissal. The Committee requested that Bulgaria provide information in the Fourth Periodic Report about child labour, street children and domestic violence against women.</p> <p><i>Fourth Periodic Report</i>: (due: 30 June 2001, not submitted)</p>	<p><i>and Cultural Rights</i></p>	
<p><i>International Covenant on Civil and Political Rights</i></p>	<p><i>First Periodic Report</i> (due 1977, submitted 1978); <i>Second Periodic Report</i> (due 1984, submitted 1993);</p> <p><u>Concluding Observations of the Committee (1993):</u> http://www.unhchr.ch/tbs/doc.nsf/(Symbol)/CCPR.C.79.Add.24.En?Opendocument</p> <p>The Committee welcomed recent legal reforms that conform to several provisions of the Convention. The Committee noted that the Second Periodic Report provided very little information about the status of women and their participation in public life.</p> <p><i>Third Periodic Report</i> (due 1994, not submitted); <i>Fourth Periodic Report</i> (due 1999, not submitted).</p>	<p><i>International Covenant on Civil and Political Rights</i></p>	<p>Turkey has recently ratified (2003) International Covenant on Civil and Political Rights, therefore, it will submit its first report in due time</p>

GENDER EQUALITY MACHINERY

We cannot speak of established gender equality machinery in Bulgaria yet. Certain instruments which should be set up by the end of 2004 – the Commission for Protection against Discrimination (independent body), the Ombudsman institution, the Commission for Countering Illegal Trafficking in Human Beings (with the Government). However, so far little progress has been achieved in the implementation of this newly adopted legislation. Another problem is the still vague system of correlation between the different institutions that will be established, as well as their funding. A diagram is enclosed in Annex 2 – Bulgaria.

The *Directorate General on the Status and Problems of Women* (DGSPW) was established in 1990 It was attached to the Prime Ministry in 1991 and continued functioning under the Undersecretariat of the Women and Social Services till 1994. With the abolishment of the law of jurisdiction by the Constitutional Court, the Undersecretariat was left null and void and since then unfortunately, there is still no regulation for the organization of this institution. The draft concerning the structure and functions of the organization has passed the commissions of the Turkish Grand National Assembly but is still waiting to be discussed in a General Assembly. The lack of legal support and its insufficient budget impede the necessary functions of this institution. The preparation of the rules concerning the legal identity of the organization is among the short-term commitments contained both in the 2001 and 2003 National Reports.

As part of the efforts to improve the capacity of the Directorate General on the Status and Problems of Women, in 1993 the “Women’s Integration in Development” project was started. The General Directorate entered into cooperation with The State Statistics Institute (DIE) through this project, special department was established within DIE to produce a gender-based database. In addition to that, new women units were established under the Ministry of National Education, Ministry of Agriculture and General Directorate on Social Services and the Protection of Children. Also, the Middle East Technical University’s Gender Studies Graduate Program, Ankara University’s Women’s Studies Center (KASAUM) were established with the help of this project. Today, there are women’s studies programs in 14 universities. A diagram is enclosed in Annex 2 – Turkey.

<p>The Legislative</p>	<p>In the <i>National Assembly</i> (http://www.parliament.bg) there is still no separate Committee on Gender Equality. The Committee which deals with the issues is the <i>Human Rights and Religious Affairs Committee</i>. This is a Standing Committee and considers bills on human rights and religions, submitted by members of the Parliament or the Council of Ministers. It also considers bills on anti-discrimination, gender equality, rights of children, rights of convicts, rights of refugees, religious freedoms, e.g. the bills on the Ombudsman, on Equal Opportunities for Women and Men (not passed), on Protection against Discrimination etc.</p> <p>The Committee also organizes roundtables and other discussions on these issues together with international institutions and non-governmental organizations.</p>	<p>The Legislative</p>	<p>In Turkey there is no institutional body such as the Standing Committee for Gender Equality in the Parliament. In the course of the last 15 years, only once, in 1998, an ad hoc Parliamentary Commission was established to assess the status of women. This Commission prepared and submitted a Report that included some observations and recommendations to the public. There is also no structure like an Ombudperson for Equal Opportunities. In the Cabinet there is only one minister in charge of gender issues and the national mechanism is under the authority of that minister.</p>
<p>The Executive</p>	<p>At Governmental level there is no specialized gender equality body. The <i>Ministry of Labour and Social Policy</i> (http://www.mlsp.government.bg) is responsible for gender issues as well. Since March 2004 there has been functioning a specialized <i>Equal Opportunities for Women and Men Sector</i> within the Policy of Labour Market Directorate. The newly established Sector is responsible for the development of the new National Plan on Gender Equality as well as gender equality indicators. However, more consistent and explicit measures on the part of the state are still necessary.</p>	<p>The Executive</p>	<p>In the Cabinet there is only one women minister in charge of gender issues and the national mechanism is under the authority of that minister. Besides national machinery, gender units have been established in two ministries, two general directorates and in some provincial administrations. In addition, there will be a monitoring committee on equal opportunities in the Ministry of Labor and Social Security.</p>
<p>Local Governments</p>	<p>At local governance level there are already some steps made. Veliko Turnovo Municipality announced that since June 2004 it has appointed an Expert on Gender, Youth and Children's Issues.</p> <p>Some Municipal Councils have set up consultative public</p>	<p>Local Governments</p>	<p>As is mentioned above, there are 13 gender units in 13 cities. Some units are very functional, but some are not depending upon the dedication of governors or units' heads. In addition, women's commissions have been set up under 'Local Agenda 21' and work very effectively in some cities.</p>

	commissions that usually deal with issues concerning children, families and lately – gender.		
<i>Consultative Commission on Equal Opportunities</i>	In February 2003, a <i>Consultative Commission on Equal Opportunities</i> , was set up at the Ministry of Labour. The Commission consists of representatives of the state authorities responsible for the elaboration and implementation of the gender equality policy, social partners and NGOs. It is chaired by the Minister of Labour and Social Policy. Deputy chair is a representative of the non-governmental organizations, working on women’s issues. Its aim is to improve the coordination in the process of gender and social equalization in Bulgaria and reinforce – the administrative capacity of the states institutions and organizations responsible for the policy of equality. The work of the Commission could be qualified as the first positive step to put equality issues on the agenda. However, having in mind its limited powers, consultative functions and the absence of any controlling functions, such a structure is not able to provide guarantees for achieving factual gender equality and especially to empower women.	Advisory Board	Advisory Board is supposed to be set up under the General Directorate on the Status and Problems of Women (national machinery) when its law adopted by the Parliament (due 2004). This board is expected to include experts from the state administration, academic circles and non-governmental sector. Its aim to guide national machinery in policy making and to serve as a tool for gender mainstreaming.
<i>Gender Statistics</i>	There is still lack of gender disaggregated data in Bulgaria. However, statistics on different issues divided by gender are compiled by the National Statistical Institute (NSI). Since 1998 a special publication of the NSI “Employment and Unemployment“ has been published where there are different, primary issues disaggregated by gender through these systems. Theses issues are: level of employment, unemployment rate, reasons for unemployment, educational level, employment in an independent activity, share in the employment and unemployment, employment by sectors and types of activities, involvement in independent activities (i.e. self-employment), participation in qualification courses, participation in small	<i>Gender Statistics</i>	There is a unit in the State Institute of Statistics (SIS) to produce gender-desegregated data in Turkey. SIS in general and the unit is particular issue data on a wide range of topics from unemployment rate to the rate of literacy, from fertility rate to the rate of divorce. But, there is often lack of data on some substantial issues that may lead for the adoption of wrong policies. For example, researchers still use 1994 data on income distribution. Moreover, there is no reliable data on mortality rate of mothers. Additionally, unpaid family workers are still counted in the labor force.

	<p>business alternatives of unemployment, breakdown of unemployment by age groups of women, data about long-term unemployed.</p> <p>NSI provides also data about some demographic indicators by gender. The most recent data about population, fertility, life expectancy, deaths, migration increase, migration flows, etc. is from the last Census in 2001. In 2002 the NSI published its most detailed evaluation of the equality in social possibilities and positions between women and men so far – <i>Women and Men in the Republic of Bulgaria, National Statistical Institute, Sofia (2002)</i>, which is based on main statistical data both in the field of demographic and social development, and in the field of employment and unemployment.</p>		
<p><i>Social partners and non-governmental organizations</i></p>	<p>The work of the non-governmental sector in the field of equal opportunities for women and men during the last decade is remarkable. (For further information please refer to Annex 4.) Thanks to many organizations (like Women’s Alliance for Development, Gender Project for Bulgaria Foundation, Center Nadja Foundation, Bulgarian Gender Research Foundation, Animus Association Foundation etc.) contributed significantly to the adoption of the legislative acts, determining the legal framework for guaranteeing gender equality. Alongside these organizations and following their methodological and structural models, more than 100 organizations grew up, which work actively in the four critical areas of concern – violence against women, trafficking in human beings including forcible traffic for sexual exploitation, participation of women in decision-making and in political life, as well as encouraging women’s entrepreneurship.</p> <p>It should be also stated that these organizations were supported in their activities by a number of international donor organizations, thanks to which these initiatives became</p>	<p><i>Social partners and non-governmental organizations</i></p>	<p>In Turkey there has been a strong women’s movement to ensure the equality between women and men. Organized in the 1800’s, women began to have a voice in their journals and publications. After the victory in the Independence War and subsequently the foundation of the Turkish Republic in 1923, women became subjects of a modern society and started to participate into the course of daily life. Compared to most of other countries, women in Turkey gained right to vote earlier. In 1930 Turkish women obtained the right to vote and be elected for local government, and in 1934 the right to vote and be elected in parliamentary elections. With the enactment of the Law on the Unity of Education and Teaching in 1924, women obtained a right of access to educational opportunities and the adoption of the Turkish Civil Code enabled them to enjoy the most contemporary civil rights of that time. Despite the period of decline in 1960s and 70s, the early 80’s witnessed an increase in women’s activities, mainly dealing with the issue of violence against women.</p> <p>With the increasing efforts to institutionalization in 1990s and Turkey’s participation to the UN Fourth World Conference on Women in 1995, there has been a rapid increase in the number of</p>

<p>possible. The Open Society Foundation (OSF), the Global Fund for Women, Mama Cash, Stability Pact Force, the Netherlands's Foundation and PHARE are only some of the names, traditionally connected with gender issues in Bulgaria.</p> <p>Women's non-governmental organizations succeeded to formulate and take a particular and specific for their work place in the third sector, and established permanent relationships with representatives of the legislative, the executive and the local governments as well as with the media. The pressure of the non-governmental organizations, working on gender equality issues, is one of the factors changing the state policy for ensuring and guaranteeing a higher status of women in the social, economic and political life of the country. One of the most influential factors for the consolidation of the sector and putting the problems on the agenda plays the Annual Meeting of non-governmental organizations, addressing women's issues in Bulgaria, which is traditionally organized by the Women's Program of the OSF, and since 2004 – by its successor Center of Women's Studies and Policies Foundation (http://www.cwsp.bg). In 2004 was held the Sixth Annual Meeting, in which participated more than 100 organizations. The agenda was focused on the new legislation mentioned above and cooperation with the local authorities.</p> <p>A number of NGOs provide training in different aspects of gender issues: <i>Women's Alliance for Development</i> – training center, offers different possibilities for tuition and trainings aimed at approving gender equality as a preliminary condition for sustainable development of Bulgarian society <i>Animus Association Foundation</i> - training center, developing courses and programmes in three areas - on the problems of trauma, for work in the community and organizational</p>		<p>active women's organizations. At present, there are more than 300 women's organizations in Turkey located not only in big cities but also in small towns. Women's organizations and associations are working in several areas ranging from increasing women's political participation in decision making to eliminating violence against women, enhancing their economic capabilities, protecting and monitoring of human rights and fundamental freedoms, advocating various issues in the Parliament. Thanks to their effective work, Turkey now has a very progressive Civil Code, relatively egalitarian Penal Code and a clause in the Constitution that may allow the implementation of temporary specific measures. Women's NGOs are also very active in providing training, lobbying, awareness raising etc.</p> <p>A list of the most active organizations is enclosed in Annex 3 – Turkey.</p>
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	<p>consulting. <i>Center of Women's Studies and Policies</i> – focused training programs in gender issues.</p> <p>A list of the most active organizations is enclosed in Annex 3 – Bulgaria.</p>		
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POLITICAL PARTICIPATION OF WOMEN

<p>Women members of National Assembly – 27,1%, (elections 2001). Speakers and vice speakers in the National Assembly – 1 vice speaker (elections 2001) Women chairs of parliamentary groups – 3 chairs of 6 parliamentary groups, 9 vice-chairs, 1 secretary Women party leaders: only 2 of the parliamentary represented parties have women leaders Women mayors – 9% (local elections 2003). Women ministers – 25%.</p>	<p>Women members of National Assembly– 4,6 %(elections 2002). Women mayors – 4%o (elections 2004, 17 women mayors in total). Women ministers – only one. Women party leaders- only one</p>
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MEDIA

<p>The media in general are not sensitive to gender equality issues and women's issues in particular.</p> <p>However, there are some achievements in the field which are mainly focused on different raising awareness campaigns like the 16-day campaign against domestic violence or different information campaigns supporting new laws which are as a rule launched by NGOs. For instance, the 16-day campaign has been held since 1998 with Center Nadja Foundation as a leading organization. However, all the campaigns so far have been financed only by the Open Society Institute and Open Society Foundation – Sofia.</p>	<p>It is fair to say that the media is becoming more sensitive on gender equality issues in Turkey. This tendency is clearly observed during the adoption period of adoption of the new Penal Code. Women columnists as well as men columnists were very supportive, mostly due to intensive lobbying activities of women's NGOs.</p> <p>Besides, the work of women's NGOs, the national machinery has carried out a project to sensitize local and national media on gender issues. Many meetings were held in different part of the country in co-operation with Journalist Associations. Recently, the national machinery has announced young journalist competition on gender equality. Awards will be handed out by the end of this year.</p>
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<p>Another event explicitly focused on raising the sensitivity of journalists on gender issues is the Annual Journalists' Competition held in partnership by the Center of Women's Studies and Policies and the Media Development Center since 2002. In 2004 the competition was under the title <i>Equal Opportunities for Women and Men in Bulgaria in the View of the European Union Pre-Accession Process</i>".</p>	
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EDUCATIONAL INSTITUTION WORKING ON PROMOTING GENDER EQUALITY

<p>Only a few universities in Bulgaria already offer gender studies education in their Master's and Doctor's Programs – <i>Sofia University, New Bulgarian University, American University in Bulgaria, Blagoevgrad</i>.</p>	<p>There are 14 women studies centers in 14 universities all over the country. 5 of them are providing master's program and one is getting ready to open Ph.D. program on gender.</p>
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OVERCOMING GENDER STEREOTYPES

<p>The development of policies and mechanisms for gender equality is a requirement for the accession of Bulgaria to EU. Such policies are included in the First National Report on the Implementation of the Millennium Development Goals (2003), as well as in the measures provided by the government for the implementation of the commitments on Chapter 13 in the negotiations for the accession of our country to EU. They can be based on:</p> <ul style="list-style-type: none"> ✓ Stimulating the political and social sensitivity to gender equality issues. ✓ Establishing executive bodies, responsible for gender equality. ✓ Studying indicators for equal treatment of women and men, providing the necessary information for developing and implementation of relevant gender equality policies. 	<p>The first step to overcome gender stereotype is to eliminate discriminatory rhetoric in the schoolbooks. There are a number of works done in this field, mainly by feminist academicians, but fell short to have an impact on education policies. Second, but equally important field is the media. Media has very important role in the production and reproduction of women's image and should be monitored very closely. There is an official media monitoring body in Turkey, which neither does work effectively, nor has gender perspective. The effort of women's NGOs is still too weak.</p>
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BULGARIA	TURKEY
ANNEX 1: INTERNATIONAL DOCUMENTS FOR ELIMINATION OF DISCRIMINATION	
<p>United Nations Documents: http://www.un.org</p> <ul style="list-style-type: none"> • Universal Declaration of Human Rights, 1948 • International Covenant on Economic, Social and Cultural Rights, 1966, ratified 1970; • Declaration on the Elimination of Discrimination against Women, 1967. • Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1997, ratified by Bulgaria in 1981; • Convention on the Political Rights of Women, 1952, ratified by Bulgaria in 1955; • Convention against Discrimination in Education, 1960, ratified 1962; • Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages, 1962; • Equal Remuneration Convention, 1951, ratified 1956. <p>International Labor Organization Conventions regarding the labour conditions of women: http://www.ilo.org</p> <ul style="list-style-type: none"> • Convention 3: Maternity protection, 1919 • Convention 89: Night work (women) (revised Convention 4), 1948 • Convention 100: Equal remuneration, 1951 • Convention 103: Maternity protection (revised Convention 3), 1952 • Convention 111: Discrimination (employment and occupation), 1958 • Convention 156: Workers with family responsibilities, 1981 	<p>United Nations Documents: http://www.un.org</p> <ul style="list-style-type: none"> • Universal Declaration of Human Rights, 1948 • International Covenant on Economic, Social and Cultural Rights, 1966, ratified 1970; • Declaration on the Elimination of Discrimination against Women, 1967. • Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1997, ratified by Bulgaria in 1981; • Convention on the Political Rights of Women, 1952, ratified by Bulgaria in 1955; • Convention against Discrimination in Education, 1960, ratified 1962; • Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages, 1962; • Equal Remuneration Convention, 1951, ratified 1956. <p>International Labor Organization Conventions regarding the labour conditions of women: http://www.ilo.org</p> <ul style="list-style-type: none"> • Convention 3: Maternity protection, 1919 • Convention 89: Night work (women) (revised Convention 4), 1948 • Convention 100: Equal remuneration, 1951 • Convention 103: Maternity protection (revised Convention 3), 1952 • Convention 111: Discrimination (employment and occupation), 1958 • Convention 156: Workers with family responsibilities, 1981

- Convention 171: Night Work, 1990
- Convention 175: Part-time work, 1994
- Convention 177: Home work, 1996

Council of Europe Documents: www.coe.int

- European Social Charter, ratified 2000
- European Convention on the Protection of Human Rights and Fundamental Freedoms, ratified 1992

European Union Directives on different aspect of the equality between women and men: <http://europa.eu.int/eur-lex/>

- Directive 2002/73/EC of the European Parliament and of the Council of 23 September 2002 amending Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions;
- Council Directive 75/117/EEC of 10 February 1975 on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women;
- Council Directive 76/207/EEC of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions;
- Council Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security
- Council Directive 86/378/EEC of 24 July 1986 on the implementation of the principle of equal treatment for men and women in occupational social security schemes;
- Council Directive 86/613/EEC of 11 December 1986 on the application of the principle of equal treatment between men and women engaged in an activity, including agriculture, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood;
- Council Directive 92/85/EEC of 19 October 1992 on the introduction of

- Convention 171: Night Work, 1990
- Convention 175: Part-time work, 1994
- Convention 177: Home work, 1996

Council of Europe Documents: www.coe.int

- European Social Charter, ratified 2000
- European Convention on the Protection of Human Rights and Fundamental Freedoms, ratified 1992

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- Council Directive 92/85/EEC of 19 October 1992 on the introduction of

measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual Directive within the meaning of Article 16 (1) of Directive 89/391/EEC);

- Council Directive 93/104/EC of 23 November 1993 concerning certain aspects of the organization of working time;
- Council Directive 96/34/EC of 3 June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC;
- Council Directive 97/80/EC of 15 December 1997 on the burden of proof in cases of discrimination based on sex;
- Council Directive 97/81/EC of 15 December 1997 concerning the Framework Agreement on part-time work concluded by UNICE, CEEP and the ETUC - Annex : Framework agreement on part-time work;
- Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin;
- Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation;
- Directive 2002/73/EC of the European Parliament and of the Council of 23 September 2002 amending Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions.

- Council Recommendation 96/694 of 2nd December 1996 on the balanced participation of women and men in the decision-making process;
- Council Resolution of 2 December 1996 on Mainstreaming Equal Opportunities for Men and Women into the European Structural Funds;
- Council resolution of 1995 Image of men and women portrayed in advertising and the media;
- Council Resolution of 20 May 1999 on women and science
- Commission Recommendation of 1998 on the ratification of Convention 177 of ILO of 1996 on home work.

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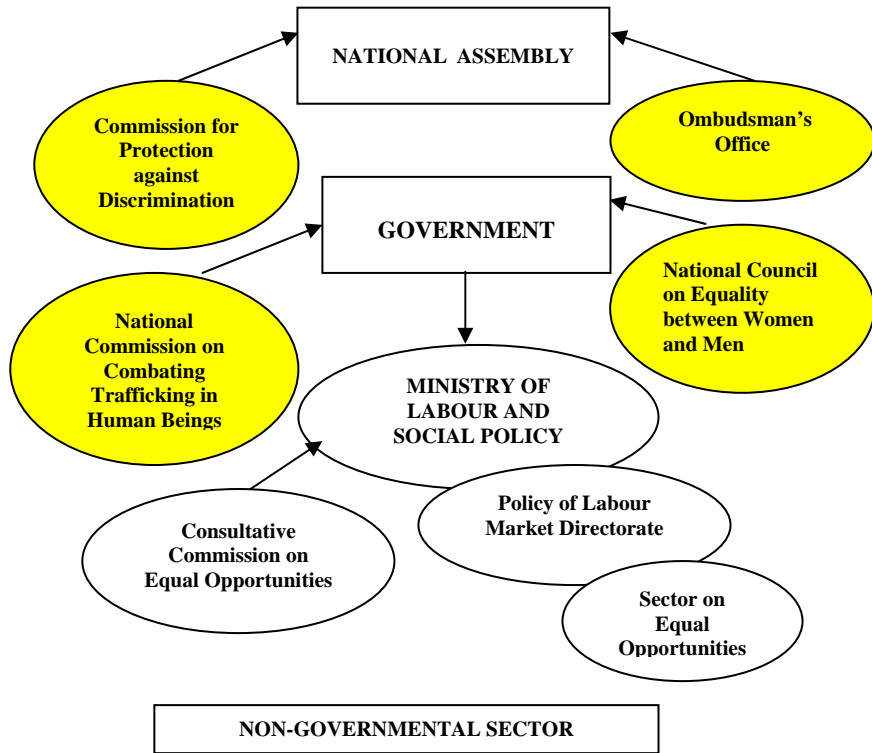
Community Framework Strategy on Gender Equality (2001-2005)

- Gender Balance in Decision-making;
- Reconciliation of Work and Family Life;
- Development Co-operation;
- Women and Science;
- Violence and Sexual Exploitation;
- Education and Training;
- Equal Pay;
- Employment and Labour Market;
- Structural Funds;
- Social Inclusion;
- Continuing the Beijing Platform Action;
- Reflection of Taxation on Women' Employment.

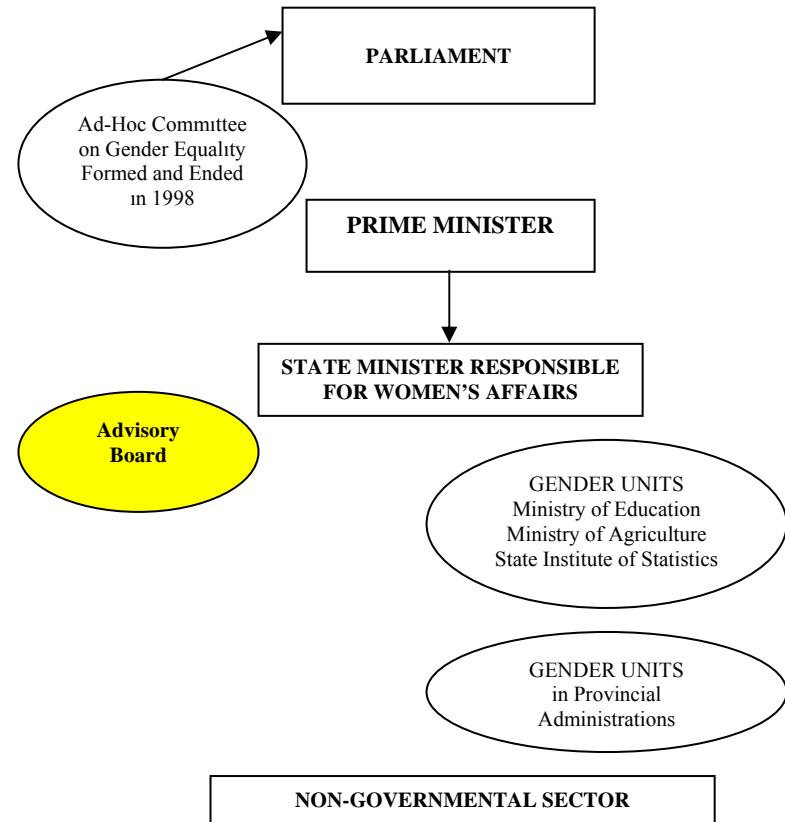
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- Equal Pay;
- Employment and Labour Market;
- Structural Funds;
- Social Inclusion;
- Continuing the Beijing Platform Action;
- Reflection of Taxation on Women' Employment.

ANNEX 2 – GENDER EQUALITY MACHINERY



Note: The figures in yellow indicate the structures that had to be set up in 2004.



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ANNEX 3 – NON-GOVERNMENTAL ORGANIZATIONS, WORKING ON GENDER ISSUES

Center of Women's Studies and Policies Foundation – successor of the Women's Program of the Open Society Foundation, Sofia and Bulgarian partner in the Network Women's Program of the Open Society Institute, New York. The goal of the Foundation is to consolidate and strengthen NGOs addressing women's issues, to increase the public awareness of the problems women in Bulgaria face, and to promote the development and adoption of policies guaranteeing gender equality. It also acts as a monitor of the status of women's rights in Bulgaria.

<http://www.cwsp.bg>

Center Nadja Foundation works with victims of domestic violence providing them with psychological help, a shelter for battered women, domestic violence and trafficking. The organization has 16 local groups of the national network on violence against women.

Animus Association Foundation is a women's non-governmental organization created to help victims of violence.

<http://www.animusassociation.org/>

Women's Alliance for Development (WAD) Foundation is a leading information, consultative and training center, aiming is to establish a strategic alliance of organizations and individuals, working for equal opportunities of women and men in all spheres of live.

<http://www.women-bg.org/>

Bulgarian Gender Research Foundation promotes social equality and women's human rights in Bulgaria through research, education and advocacy programs.

<http://www.bgrf.org/>

Gender Project for Bulgaria Foundation – representative for Bulgaria in the Stability Pact Gender Task Force

<http://www.gender-bg.org>

From the early 1900s onwards many organizations were established in Turkey to protect and promote women's human rights. It will be fair to say that distinct features of today's women's organizations are diversity and multi-dimensionality. The recent study showed that there are more than 300 NGOs in Turkey that are advocating women's rights and aiming to increase gender awareness. For the sake of the place, only some of the leading women's NGOs are given below. Short information on the other NGOs can be found at the following address www.flyingbroom.org.

KA-DER is founded in 1997, in İstanbul-Turkey, by a group of women with the objective of empowering and encouraging women to develop strategies for effective and equal participation at local and national parliaments; and to be represented at all decision making bodies. KA-DER has 17 branches in major cities. The number of its membership exceeds 3000, which comprise of women from various political parties as well as of women with no party affiliations. KA-DER's most distinctive policy is to be at an equal distance to all existing political parties; therefore, to collaborate with and to empower all women in the society. KA-DER has been very active in lobbying to increase the number of women candidates during the election process (March 2004) and now is concentrated on the needed amendments on the election law and the law regulating political parties. KA-DER has recently organised a symposium regarding the accession process of Turkey to the EU and the symposium yielded fruitful results. www.kader.org.

KA-MER is founded in 1991. It is an organization for advocating first and second generation's human rights (of women). Most distinctive feature of KA-MER's is its location in where advocating women's human rights is quite a difficult task due to deeply rooted traditional value system. Nevertheless, the organization has managed to meet the demand of more than 2000 women since 1991, through its hotline. KA-MER also operates children house to help women who are subject to violence. KA-MER, recently, tries to expand its activities in the region in co-operation with other NGOs.

<p><i>Open Door Resource Center, Veliko Turnovo</i> - complex information in the sphere of human rights, namely of children and women, services to victims of domestic violence.</p> <p><i>Center Maria</i>, Gorna Oryahovitsa, develops programs and provides services for women victims of violence. http://www.centermaria.org/</p> <p><i>Women's Association "Ekaterina Karavelova"</i> – branches in Bulgaria, services for victims of domestic violence and other local initiatives.</p> <p>The <i>Assistance Center for Torture Survivors</i> - ACET is a Bulgarian non-governmental, non-profit foundation established in 1995. Its main goal is to eradicate the practices of torture and other cruel or inhuman treatment. http://www.acet-bg.org/</p> <p>The <i>Women's Health Initiative</i> in Bulgaria was established in 1998 with the purpose of promoting a conversation on gender and health through conducting interactive dialogues, educational and counselling programs, and collaborative research projects. http://www.whibg.org/</p> <p><i>European Network of Policewomen - Bulgaria, Sofia</i> <i>Demetra Association, Burgas</i> <i>P.U.L.S. Foundation, Pernik</i> <i>Women against Violence Association, Varna</i> <i>Center Open Door Association, Pleven</i> <i>SOS – Families in Risk Association, Varna</i> <i>Gender, Education, Research and Technologies Foundation, Sofia</i> <i>Bulgarian Association of University Women, Sofia</i> <i>Party of Bulgarian Women</i> – parliamentary representation within the National Movement "Simeon II" <i>Civic forum "Bulgarka"</i> – clubs in Bulgaria <i>Democratic Union of Women</i> <i>Women's Union with the Trade Union "Podkrepa"</i></p>	<p>WOMEN'S FOR WOMEN'S HUMAN RIGHTS NEW WAYS (WWHR) It is a non-governmental organization based in Istanbul. Its mission is to promote women's human rights and to support the active and broad participation of women as free individuals in the maintenance of democratic and peaceful order. WWHR has carried out nation-wide human rights education program and played a key role in voicing demands of women's during the adoption processes of the Protection Order (1998), Civil Code (2001) and the new Penal Code (2004). http://www.wwhr.org</p> <p>The FLYING BROOM is a women's organization and was established in 1996. It aims at increasing communication among women's initiatives and organizations, fostering networking among them at all levels (local, national and international) and increasing public awareness of gender issues in general. It has been supported on a voluntary basis by a large circle of women from women's NGOs, the media, universities, individual activists etc. It has a mission of contributing to the process of democratisation and development of civil society in Turkey in accordance with the international gender equality norms and principles formulated at Beijing (1995) and other international conferences and summits, by promoting women's empowerment. Flying Broom has recently brought together information on 313 national women's organizations in 41 cities in Turkey. The database consists of information on national women's NGOs and initiatives/groups and can be found at www.flyingbroom.org.</p> <p>FOUNDATION FOR THE SUPPORT OF WOMEN'S WORK Foundation was established in 1986. The aim of the foundation are to support women with low incomes, to provide employment for them; to find alternative solutions for pre-school education; to include women in the process of decision-making and to assure their existence in decision-making mechanisms. Within this framework, the foundation was able to establish 15 women and children houses in Istanbul. It runs a restaurant called 'Nahıl' by women for women. A number of activities including initiating women's co-operatives in earthquake-torn regions of the country are among the works of this foundation. www.kedv.org.tr</p>
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<p><i>Women's Public Parliament 21 Century with the Trade Union of Bulgarian Teachers, Sofia</i> <i>Democratic Union of Women</i> <i>Women in Science Foundation, Sofia</i> <i>Rural Women's Clubs in Bulgaria, Sofia</i> <i>Bulgarian Association of Business Women's Clubs, Sofia</i> <i>Forum for Women's Solidarity – branches in Bulgaria</i></p> <p>ORGANIZATIONS OF WOMEN OF DIFFERENT ETHNIC ORIGIN <i>Armenian General Benevolent Union, branches in Bulgaria</i> <i>Armenian Benevolent Association H.O.M – Bulgaria, branches in Bulgaria</i> <i>Women's Association "Birlik – Unity", Targovishte</i> <i>Bulgarian Women's Jewish Forum – branches in Bulgaria</i> <i>Romany Women Independent Organization "Lachshi Romni", Sofia</i> <i>"Kadan" Non-profit Organization, Varna</i> <i>Women's Union with the Turkish Cultural Center 21 Century, Sofia</i> <i>Human Rights "Step by Step" Association, Varna</i></p> <p>OTHER SMALLER LOCAL CLUBS AND ORGANIZATIONS <i>Eterna Business Women Club, Yambol</i> <i>Save the Woman Association, Varna</i> <i>Nadezhda Women's Club, Pleven</i> <i>Women's Club, Pavlikeni</i> <i>Rodopchanka Women's Club, Smolyan</i> <i>Women's Club "Europe 21 Century", Varna</i> <i>"Proxen" Women's Union, Kazanlak</i> <i>Women's Association "Nadezhda 2001", Sevlievo</i> <i>Women without Osteoporosis Association, Sofia</i> <i>FGO Diva, Plovdiv</i> <i>Union of Women – Mothers of Our Children, Ruse</i> <i>Zhivot Women's Foundation, Blagoevgrad</i> <i>Mother's Love Association, Sofia</i> <i>Anima Matris – Association of Single Parents</i> <i>Independent Women's Association "Self-consciousness", Bourgas</i></p>	<p>ASSOCIATION OF WOMEN FOR THE REPUBLIC The association was established in 1997 after the famous 'women's march against religious fundamentalism' in where more than 36 000 women attended. Aims of organization are to watch the political agenda of the country and to defend women's rights and to raise women's status within this agenda. This organization has also been very active during the adoption process of the new Penal Code.</p> <p>FOUNDATION OF PURPLE ROOF Purple Roof is a foundation established in 1990 in Istanbul. It is a pioneer organization that voiced the need for women's shelter. The aims of organization are to establish women's shelters and to question violence against women within and outside of the domestic sphere. In this line, Purple Roof opened the first NGO run women's shelter in Turkey, but the shelter closed recently, due to financial constraints. Purple Roof continues to provide free counseling services for women and its lobbying activities on various issues including the campaign on economic violence against women. Purple Roof is amongst the women's NGOs that played a key role in the adoption process of the new Penal Code. www.morcati.org There is another women's shelter in Ankara. Shelter is run by women's NGOs entitled 'Women's Solidarity Foundation' established in 1993. Due to financial and political reasons this shelter also was in a position to close its door. It is now functioning and has the capacity of 20 women. To resist violence in general and domestic violence in particular, to support women who are subjected to violence; to develop women's sensitivity and liberty, to train women in these issues; to develop women's solidarity are some of the aims of the foundation.</p> <p>BAR ASSOCIATION WOMEN'S LAW COMMISSIONS There are more than 10 women's law commissions in Turkey that provides free counseling services for women who confront violence. These commissions have been very operative in legal sphere, from sensitising the lawmakers and law enforcement officers on gender issue to protecting the human rights of women through free counseling.</p>
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ANNEX 4: ACHIEVEMENTS OF THE NON-GOVERNMENTAL ORGANIZATIONS, ADDRESSING WOMEN'S ISSUES IN THE LAST DECADE

The non-governmental organizations in Bulgaria working on gender issues have accomplished serious achievements during the last decade. However, for the purpose of this article it is not possible to list all the achievements of every organization in the sector. Therefore, we can focus only on the most important large scale national initiatives and accomplishments and the most active organizations that are involved in them.

Most women's NGOs in Bulgaria are members of 4 national networks:

- *National Network for Equal Opportunities* – initiated by the Women's Alliance for Development in 2000, which brought together around 60 NGOs across the country. The members represent a range of specific interest and expertise and WAD office serves as secretariat to the network. In 2004 the network unites 72 organizations of which 41 are full and 31 are affiliated members. For more information: http://www.women-bg.org/index_en.html;
- *National network of organizations in support of women, survivors of violence in Bulgaria* – leading organizations as trainers and consultants are "Animus Association" and "Center Nadja" Foundation which initiated the coalition in 2000. This is an informal coalition of 14 organizations providing services to victims of domestic violence which aims to: 1) organize a united national campaign for lobbying on topics connected with violence against women and 2) exchange of experience and good practices among the organizations in the field of prevention of violence and support of women survivors. For more information: <http://www.animusassociation.org/en/networking.html>;
- *Bulgarian Platform to the European Women's Lobby* (2003) – leading organization is Bulgarian Gender Research Foundation. The Bulgarian Women's Lobby /BWL/ was established as a Bulgarian Platform to the European Women's Lobby. The BGRF is among the national coordinators of the Platform together with Demetra Association, Bourgas and Nadja Foundation, Sofia. More than 15 organizations have adhered to the BWL so

The non-governmental organizations in Turkey working on gender issues have accomplished serious achievements during the last decade.

One of the significant campaigns in that respect was the campaign concerning the Turkish Civil Code that was coordinated by the Center for Women's Studies at Istanbul University in 1993. In the context of the campaign, a petition of a 120 000 signatures was prepared and sent to the Turkish Grand National Assembly. The efforts to reform the Turkish Civil Code have finally reached successful ends to the efforts of the women's organizations for over 50 years and to expediting effects of the EU accession process. The Turkish Grand National Assembly adopted the new Turkish Civil Code on November 21, 2001. It came into effect on January 1, 2002. With the new Turkish Civil Code, the former provision stating that "the husband is the head of the household" has been abolished, the legal age of marriage has been replaced with 17 years of age for both women and men, a new provision has been introduced to provide that a married woman may request to use her maiden name, a new clause has been added, stating that "the spouses will use the house together". The new Code also ensured that the mother and the father are both accorded equal rights in exercising the rights of guardianship for children. Also, it is stated that the spouses shall manage the household together, both spouses may legally represent the marriage with respect to the expenses of the marital union for the duration of the marriage. One of the most important formulations of the new Code is the introduction of the new system regulating "sharing of acquired goods". The new Code sets the equal division of the property acquired during marriage as a default property regime, assigning an economic value to women's hitherto invisible labor. According to the provisions of "sharing of acquired goods", in addition to the right to manage the household together with the husbands during marriage, women also can claim their rights to share half of the goods acquired during marriage.

Introducing "positive action" into the Constitution has been an ongoing debate in Turkey since early 90's. At the UN Fourth World Conference on Women, Turkey committed itself to revise a number of discriminatory laws in order to achieve 'de

far. For more information: <http://www.bgrf.org/>

- *Bulgarian Gender Equality Coalition* – initiated by Gender Project for Bulgaria Foundation in 2004. This is an informal group uniting representatives of civil society, institutions, political parties and media, which works for achieving de facto equal opportunities for women and men in Bulgaria. It is an open structure, set up in 2000 as a network of “Gender Task Force – Bulgaria” organizations to the Stability Pact. For more information: <http://www.gender-bg.org>

In Bulgaria there are two big trade unions, which have their women’s organization – the “21 Century Public Women’s Parliament” and the Women’s Committee at the Confederation of Independent Syndicates in Bulgaria, and the Women’s Union at ‘Podkrepa’ Trade Union. Some NGOs are affiliated with political parties, though they have an independent status as non-political organizations. These are national membership organizations like: the Bulgarian Women’s Union, the National Civil Forum “Bulgarka”, the Democratic Union of Women and the Women’s Solidarity Forum.

The biggest forum for women’s NGOs in Bulgaria which acts as the most influential factor for the consolidation of the sector and putting the problems on the agenda is the *National Annual Meeting* of non-governmental organizations, addressing women’s issues in Bulgaria. From 1997 to 2003 the Meeting was organized by its initiator – the Women’s Program of the Open Society Foundation, and since 2004 – by its successor the Center of Women's Studies and Policies Foundation. The Sixth Meeting (2004) focused on the newly adopted Bulgarian legislation concerning the rights and status of women in the context of the European Union accession process and partnership with the local governments. The Meeting was attended by more than 170 representatives of 100 NGOs, local authorities, experts and media. For more information: <http://www.cwsp.bg>

In 2000 the select Consultative Council on Equal Opportunities for Women and Men was established at the Ministry of Labour and Social Policy, in which experts from the state administration, academic circles and a wide representation of the non-governmental sector, drafted a Bill on Equal Opportunities. Although the Bill was twice rejected by the National Assembly in 2002 and 2003, this broad

facto’ (equality between women and men). In this regard, under the coordination of KADER, a non-governmental organization that aims at increasing number of women in the decision-making mechanism (www.kader.org), women’s organizations prepared a position paper, formulated an article to take place in the Constitution and submitted to law-makers, politicians and other interested people and institutions. Due to these efforts it has become the public opinion that “equality before law” does not necessarily lead to “de facto equality” or ‘equality in results’. With this caveat in mind, a short while ago a new clause on gender equality has been introduced to the Article 10 of the Constitution that reads “women and men have equal rights” and “the state is responsible for taking all necessary measures to realize equality between women and men.” Unfortunately, this relatively progressive amendment falls short to incorporate the above-mentioned formulation into the Article 10 of the Constitution. The Article 10 of the Constitution needs to further amendment to respond to the demands of women.

The latest achievement is the adoption of a more egalitarian Penal Code by the Parliament. Before the introduction of the Turkish Penal Code, various women’s organizations came together and formed a commission to prepare a position paper. A position paper prepared by the Women’s Workgroup on Turkish Penal Code with the request of removing all the discriminatory provisions has been submitted to all interested parties (The Women’s Workgroup on Turkish Penal Code consists of more than 130 women’s NGO’s working in various parts of the country). During the discussions in the Justice Commission, women’s organizations were able to generate a big public support in order to realize their claims and change the Code. Through this remarkable activism most of the discriminatory articles and clauses have been amended. As a result of this work, a number of progressive provisions were inserted in the Code. For example, rape is defined under the sexual harassment and its definition at large is consistent with the international norms. Sexual harassment in the workplace is regarded as an offense and acknowledged it if a complaint is filed. The Code also recognized sexual abuse in the family and marital rape, in cases filed upon the complaint of the victim. This is not to say that the process has been a smooth one. On the contrary, some point at the latest stage; there was discussion on the inclusion of adultery in the Code. Although the problem was solved within a short period of time, the Code still suffers from not addressing issues such as honor crimes and virginity tests.

partnership established a new model for collaboration and joint efforts.

Another example for NGOs joining efforts in elaboration and lobbying for new legislation is the Bill on the Protection against Domestic Violence. The Bulgarian Gender Research Foundation was actively involved in the elaboration of the draft and was one of the leading organizations in the lobbying for its introduction in the Parliament. The Bill was approved for the first reading by the Legal Committee of the Bulgarian Parliament on 29th of April 2004. First reading is expected within July 2004.

“The Equal Opportunities for Women and Men in the European Accession Process Program” – was launched in 2002 as a joint initiative of the Open Society Foundation, Romania and the Network Women’s Program of the Open Society Institute. The aim of the Program was to monitor the progress of candidate countries for integration into the European Union and ensure that they meet the Copenhagen political criteria, especially the *acquis communautaire* in the field of equal opportunities. The participating countries in the project were: Bulgaria, Czech Republic, Estonia, Hungary, Lithuania, Poland and Romania. The reports for the seven candidate countries gave an account of their level of compliance with EU standards in the field of gender equality. The first phase of the Program ended in 2002; since 2004 has started the second phase, which will determine the new progress of each country. Please refer to: <http://www.eonet.ro>

In the beginning of 2003 at the Ministry of Labour and Social Policy was set up an informal structure - a Consultative Commission on Equal Opportunities for Women and Men, in which are represented executive bodies and leading non-governmental organizations, which aim is to consult the authorities on urgent issues of the policy of gender equality.

A number of organizations within different projects conduct surveys and analyses on different women’s issues. The most recognized are: Bulgarian Gender Research Foundation, Women’s Alliance for Development, Gender Project for Bulgaria Foundation, Bulgarian Women’s Union, Bulgarian Association of University Women, Animus Association, Center Nadja Foundation, Center of Women’s Studies and Policies etc.

Many women in Turkey are members of regional and national networks initiated both by women’s NGOs and feminist activists on ad-hoc or permanent basis. The first attempt to establish a network was initiated by the NGO entitled Purple Roof. This network aims at the elimination violence against women. It focuses on women’s shelters and organizes annual meetings in different parts of the Country. The other network is founded by the an NGO entitled Flying Broom which later on became functional in facilitating enhanced communication and interaction between organizations and in the preparation of the grounds for collaboration.

There are also some other networks established within the NGOs in hand. KA-DER’s network is an example for this application, while the Women’s Workgroup on Turkish Penal Code and their network constitutes an example for networking on ad-hoc basis.

Another example for NGOs’ networking is the establishment of women’s coalitions on permanent basis. Women’s NGOs in Ankara formed such coalition in 2002 to join their efforts in advocating and lobbying for gender issues. Very recent remarkable achievement of this coalition was to organize a meeting and a march on 14th of September 2004, to protest the proposed amendment on the inclusion of adultery in the new Penal Code. KA-DER Ankara acted as a body of coordination in this activity. Istanbul women’s coalition that was formed a couple of years ago, did also attend the above-mentioned activity that received a good deal of public support.

The latest forum, indeed a series forums, for women’s NGOs in Turkey held in Ankara between 2003- 2004 in order to prepare a shadow report to be submitted to CEDAW Committee. More than 400 women did come together formed working groups on different subjects under the CEDAW Convention. After a one-year work, the report was prepared and submitted to CEDAW that will examine the fourth and fifth combined periodic country report in 2005.

Turkey has recently joined “The Equal Opportunities for Women and Men in the European Accession Process Program” –that was initiated Open Society Foundation, Romania and the Network Women’s Program of the Open Society

The 16-days Campaign against Violence against Women has been held in Bulgaria since 1997. The coordinator for Bulgaria is Center Nadja Foundation, one of the leading anti-violence organizations in the sector. The campaign focuses on the large scale involvement of national and local media in informing the society about the problem and distributes a large variety of information materials. As a result of the good collaboration of the NGOs in the campaigns the informal coalition against violence was initiated in 2000. (see a.m.)

The White Ribbon Campaign (symbol of and a promise for zero tolerance to male violence) was launched in Bulgaria in 2001 by the Bulgarian Gender Research Foundation with the financial support of Open Society Foundation, Sofia. BGRF has become a partner to the European network of organizations of the international White Ribbon Campaign and has been working for attracting more men for the cause of non-violence by distributing during the campaign white ribbons, posters, booklets and other information materials.

The Breast Cancer Awareness Campaign has been held for the third successive year in Bulgaria. The Campaign traditionally takes place under the patronage of Bulgarian President's wife and is organized by International Women's Club Sofia. The campaign is supported actively by a number of ladies from the diplomatic corps and Bulgarian non-governmental organizations like the National Association of Women with Oncological Diseases and their Supporters, Center of Women's Studies and Policies, Open Door Resource Center, Veliko Turnovo, as well as big international companies like AVON, Coca Cola, McDonalds etc. The aim of the campaign is twofold: to provide vital information about the necessary preventive measures and a purchase a special mammograph for the women in the remote parts of Bulgaria.

Institute. The aim of the Program was to monitor the progress of candidate countries for integration into the European Union and ensure that they meet the Copenhagen political criteria, especially the *acquis communautaire* in the field of equal opportunities. Turkey will be part of the second report that is going to be published by the end of 2004.

It should be noted here that a number of organizations conduct surveys and analyses and carry out many activities on different women's issues. 14 universities' women's research and implementing centers have been very functional to support these types of works done by NGOs. Moreover, the women's centers in the universities have developed an expertise on different subjects within gender equality issues. For example, women center at Ankara University is very active in training, while the center at Marmara University specialized on women employment issue.