

The 1325 Scorecard

Turkey

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
I. National Importance/ Political Will					
	<p>There is strong political support at the highest levels to integrate gender perspectives in the nation’s foreign and defense policies.</p> <p>The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) and 2022 (2013)]—also known as the Women, Peace and Security (WPS) agenda —are fully integrated and mainstreamed in foreign and national security policies.</p> <p>Foreign and defense officials recognize the importance of:</p> <ul style="list-style-type: none"> • Participation of women at all levels of decision-making; • Protection of women and girls from sexual and gender-based violence; • Prevention of violence against women through the promotion of women’s rights; • Mainstreaming of gender perspectives in foreign and defense policies. <p>The Department/Ministry of Defense (D/MoD) is a principle and integral player in the implementation of the UNSCR 1325/WPS National Action Plan (NAP).</p>	I.1 - Are the principles of WPS/UNSCR 1325 mentioned in the major foreign policy or national security documents?		NO ¹	
		I.2 - Does the nation have a National Action Plan (NAP) in support of WPS/UNSCR 1325?		NO ²	
		I.3 - Does the NAP mention the Department/ Ministry of Defense (D/MoD) as a principle actor?		NO	
		I.4 - Does the D/MoD have its own action/implementation plan in order to meet its NAP objectives?		NO	
	Specific resources and positions for the implementation of the NAP have been allocated for the D/MoD.	I.5 – Has a budget been allocated for NAP implementation?		NO	
		I.6 – Has a budget been allocated for the D/MoD NAP implementation?		NO	
II. Institutional Policy and Practice					
II.A. Strategy, Plans and Policy	<p>Gender perspectives have been integrated in the major directives and guidance documents related to doctrine, planning, policy, and operations. A gender perspective is introduced in all phases of military operations and missions, and adapted to specific operational contexts.</p>	II.A.1 - Are the principles of WPS/UNSCR 1325 referred to in key documents related to military strategy, plans, and policy?		NO ³	
		II.A.2 - Are the principles of WPS/UNSCR 1325 integrated into exercises, operations, and other military activities?		NO ⁴	

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	Moreover relevant documents highlight the importance of recognizing that women, girls and boys are more vulnerable to sexual and gender-based violence and sexual exploitation and abuse during conflict. Attention is given to provide protection and uphold the freedom of movement of women and girls.	II.A.3 - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in military strategic documents, field manuals and other similar publications?		NO ⁵	
	Gender Advisors (GENAD) have been identified, assigned and trained to ensure that a gender perspective is an integrated part of exercises, operations and other military activities. GENADs are deployed as part of the Commander staff at both a strategic and operational level. Gender Focal Points (GFP) have been identified and assigned to work at the operational and tactical levels to ensure that a gender perspective is fully integrated into the daily activities of the operation.	II.A.4 - Has a full time gender advisor (GENAD) been appointed in accordance with NATO Bi-SC Directive 40-1?		NO ⁵	
		II.A.5 - Is the GENAD assigned as a member of the commander's staff?		NO	
		II.A.6 - Has the GENAD received training?		NO	
		II.A.7 - Are there Gender Focal Points (GFP) assigned throughout the organization?		NO	
		II.A.8 - Have the GFPs received training?		NO	
II.B. Training, education and exercises	WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and trainings include: gender and cultural/social awareness; overview of UNSCR 1325; how UNSCR 1325 relates to operational effectiveness; and sexual violence, including sexual exploitation and abuse. (NATO Bi-SC Directive 40-1, paragraph d, page 9).	II.B.1 - Are the principles of WPS/UNSCR 1325 integrated into the education and training for military personnel at the junior-level (NATO military ranks OF 1-2; OR 2-4)?		NO ⁷	
		II.B.2 - Are the principles of WPS/UNSCR 1325 integrated into the education and training for military personnel at the mid-level (NATO military ranks OF 3, OR 5-7)?		NO	
		II.B.3 - Are the principles of WPS /UNSCR 1325 integrated into the education and training for military personnel at the senior-level (NATO military ranks OF 4+, OR 8+)?		NO	
		II.B.4 - Are the principles of WPS/UNSCR 1325 integrated into any other training of staff?		NO	
		II.B.5 - Do military personnel receive special training on the protection of vulnerable persons from sexual violence in conflict?		NO ⁸	
		II.B.6 - Are the principles of WPS /UNSCR 1325 included in pre-deployment training?		NO	
		Prior to new operations and missions, appropriate training in the principles of WPS/UNSCR 1325 and how to apply a gender perspective have been conducted as	II.B.7 - As a minimum, does pre-deployment training include the following areas in accordance with NATO Bi-SCD 40-1:		

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	prerequisites to successful mission accomplishment. Pre-deployment training includes, at a minimum, each of the elements mentioned in NATO Bi-SCD 40-1.	- the importance of protection, rights and needs of women, men, girls, and boys?		NO ⁹		
		- information on how to engage with and increase the participation of local women and how to exchange information with women?		NO ¹⁰		
		- cultural awareness training based on an analysis of gender relation in the area of operations (AO)?				
		- how integrating a gender perspective can serve as a force enabler and increase operational effectiveness of the mission?			NO ¹¹	
		- an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during armed conflict?			NO ¹²	
		- specific gender training focused on the AO?			NO ¹³	
II.C. Gender in the Ranks	Women's equal participation and integration is actively sought and promoted in the national armed forces. Women serve at all ranks and in all disciplines. Women are also deployed in all ranks and disciplines. Countries with a low percentage of women serving have established targets.	II.C.1 - How many women (%) serve on active duty in the military?	3.3% ¹⁴			
		II.C.2 - How many women (%) are deployed in military operations abroad?	0% ¹⁵			
		II.C.3 - Are all positions in the armed forces open to women?		NO ¹⁶		
		II.C.4 - Do women serve as flag officers (NATO OF 6 or above)?		NO		
		II.C.5 - Are there target numbers (%) to increase the number of women in the military?	YES ¹⁷			
II.D. Work Environment	The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave and other related family policies have been put into place to improve the quality of life for military personnel and enhance recruitment. In addition, there are programs that create a positive climate and environment of trust and respect for all. There is a policy of zero tolerance with regard to sexual harassment, and exploitation and abuse (SEA) either within the services, within missions or against civilians in host nations. Both internal and external sexual exploitation and abuse is addressed.	II.D.1 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies?	YES ¹⁸			
		II.D.2 - Is there a sexual harassment and sexual exploitation and abuse (SEA) program for protection of military personnel "within" the nation?		NO ¹⁹		
		II.D.3 - Is there a sexual harassment and sexual exploitation and abuse (SEA) prevention program to address SEA of military personnel of another nation or civilians of the host nation (e.g. one military person from a nation sexually assaulting a military person from another nation, or a civilian from the host nation)?		NO ²⁰		
		II.D.4 - Is there gender-specific individual equipment?	YES			

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III. Monitoring, Reporting and Evaluation

	Effective monitoring and reporting mechanisms are in place for the nation’s implementation efforts of UNSCR 1325 so as to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?		NO ²¹	
		III.2 - Are there specific reporting requirements for D/MoD?		NO	
		III.3 - Are sex-disaggregated data and lessons learned collected within the D/MoD context?		NO	
		III.4 - Is there involvement of civil society in the NAP review?		NO	

SCORE TOTAL ____ (Total Possible Points: 171)

¹ Although women’s issues are listed as a major concern in Turkish Foreign Policy, the focus has primarily been on improving women’s legal rights. Any gender mainstreaming efforts have mainly been executed by government agencies such as the Ministry of Family and Social Policies. There is little evidence that Turkey’s foreign policy and practice considerations have been in support of UNSCR 1325. *“The Right of Women, Gender Equality and Struggle with Violence Against Women,”* Minister of Foreign Affairs, Republic of Turkey, n.d., <http://www.mfa.gov.tr/the-right-of-women-gender-equality-and-struggle-with-violence-against-women.en.mfa> (accessed on October 24, 2015).

² The Women’s Initiative for Peace (Barış için Kadın Girişimi) is one of the few organizations advocating for employing the language of UNSCR 1325 and demanding that a National Action Plan for UNSCR 1325 be developed for Turkey. Murphy, Teri, and Maria Christina Vibe, *Gender Mainstreaming: Turkey’s Policies and Practices in Peacebuilding Initiatives*, Istanbul: Istanbul Policy Center, October 2013.

³ No documentation found to support this indicator.

⁴ Turkey has no NAP. No other documentation has been found to support this indicator.

⁵ No documentation found to support this indicator.

⁶ There is a Turkish Gender Advisor at NATO’s Rapid Deployable Corps (NRDC) in Turkey (NRDC-T). She has attended the “Gender Training of the Trainers Course” at SWEDINT. There is no evidence of any other GENAD position in the Turkish Armed Forces. There is also a Turkish GENAD in Afghanistan, working at the G-1 and assigned as GENAD of Kabil Region Command 6 months ago. Since, these are NATO positions, it is not clear that these are actually GENADs specifically assigned to carry out gender integration in the Turkish military, since they do not have a NAP. Information received from Gender Advisor’s Office, NATO ACO, August 5, 2015.

⁷ Turkey has not yet adopted a NAP in support of WPS and no data has been found to answer question 11.B.1 – 11.B.6. Therefore, there is no documentation to support this category.

⁸ No documentation found to support this indicator.

⁹ *Ibid.*

¹⁰ *Ibid.*

¹¹ *Ibid.*

¹² *Ibid.*

¹³ *Ibid.*

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¹⁴ There are 1,350 female officers in the Turkish army, which is 3.3% of the total number of officers. The target is to increase this to 5% in the next three years. The Turkish army wants to further increase the number of female NCOs, which today stands at 843 (0.9%). The aim is to also increase this to 5% by 2018, which means the employment of an additional 4,000 female NCOs. To achieve these objectives, the Turkish army has been trying to embrace more female-friendly personnel policies. The Turkish army employs 96 female colonels, 140 female lieutenant colonels and 360 female majors. Metin Gurcan (translator: Timur Göksel), "Turkey's women expand role in military," *Al-Monitor*, December 1, 2014, accessed on October 24, 2015, <http://www.al-monitor.com/pulse/originals/2014/12/turkey-military-woman-power-personnel-increasing.html#>.

¹⁵ No documentation found to support this indicator. However, Turkish women have been deployed in IFOR, SFOR and KFOR peacekeeping operations as nurse supervisors in a special medical unit. "Turkey", Committee on Women in NATO Forces, updated March 26, 2002, accessed on August 1, 2015, <http://www.nato.int/ims/2001/win/turkey.htm>.

¹⁶ Turkish women do not serve in combat specialties such as artillery, aviation and engineering. *Ibid*.

¹⁷ The Turkish Army aims to increase the numbers of both female officers and NCOs by 5% by 2018. Metin Gurcan (translator: Timur Göksel), "Turkey's women expand role in military," *Al-Monitor*, December 1, 2014, accessed on October 24, 2015, <http://www.al-monitor.com/pulse/originals/2014/12/turkey-military-woman-power-personnel-increasing.html#>.

¹⁸ Military personnel are allowed leave 8 weeks before the birth and 8 weeks postpartum for a total of 16 weeks with pay. In case of twins or more pregnancies, prenatal leave may be increased to 10 weeks. Military fathers will be allowed 12 months of non-chargeable (free) leave. Information translated from Milliyet.com.tr, "TSK'da kadın devrimi", May 10, 2012, accessed on October 26, 2015, <http://www.milliyet.com.tr/tsk-da-kadin-devrimi/siyaset/siyasetdetay/10.05.2012/1538546/default.htm>.

¹⁹ There is no documentation to support a specific policy in the Turkish Armed Forces. However, the Turkish Penal Code of 2004 criminalizes sexual harassment under Article 105. The penalty ranges from a fine plus three months to two years imprisonment, which may be increased by one half if it occurred in the workplace of by a public official. The Labour Code of 2003 also criminalizes sexual harassment in the workplace. While there is no policy in writing which specifically pertains to the military, it is not uncommon for European countries to apply their national policies to women in the military. "Turkey," OECD Development Centre, n.d., accessed on August 1, 2015, http://genderindex.org/country/turkey#_ftnref67.

²⁰ No documentation found to support this indicator.

²¹ Since Turkey has not yet adopted a NAP in support of WPS, it may be concluded that there is no monitoring, reporting, and evaluation mechanism to support WPS. No documentation has been found to confirm that there is any other system of monitoring to support the indicators in this category.