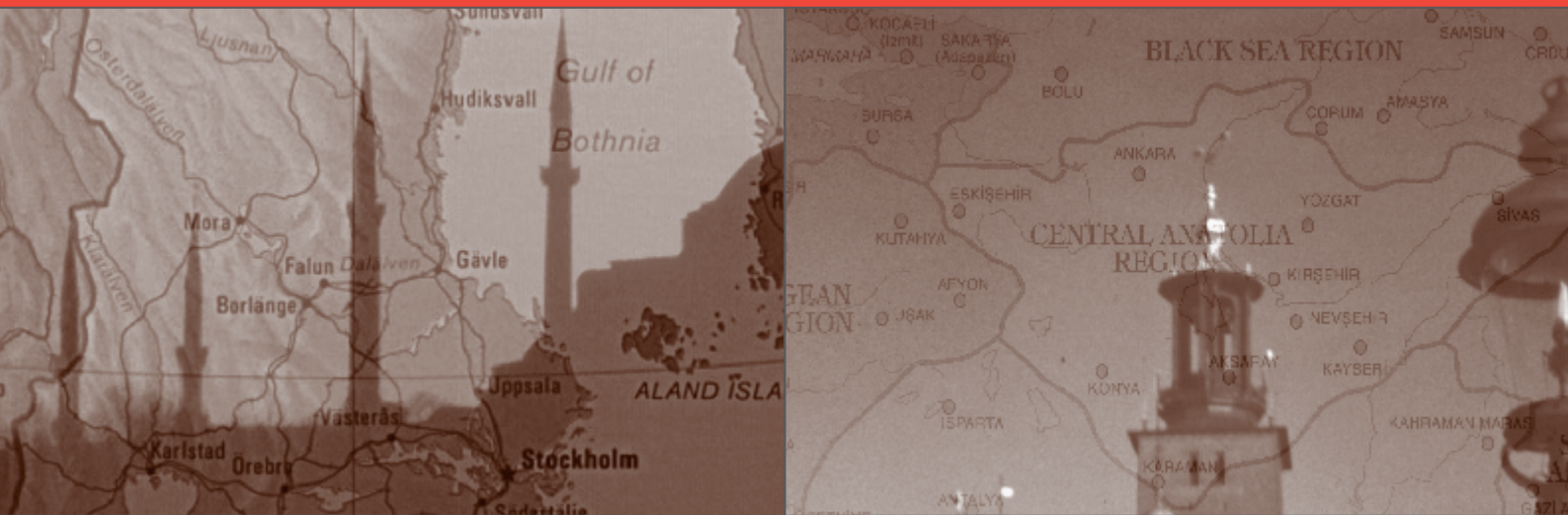


2/2007

# Splendid atmosphere at intensive meetings in Turkey



tusenet

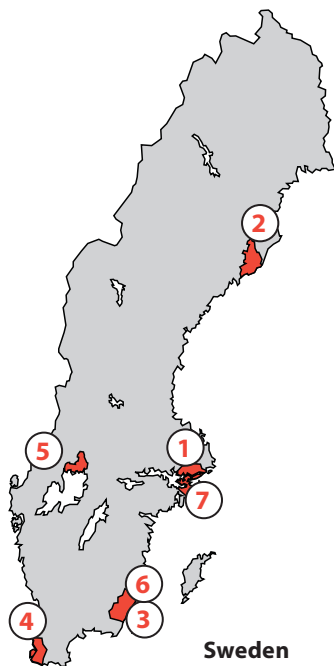
SALA IDA

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Kommuner  
och Landsting



Project financed by Swedish International Development Cooperation Agency  Sida

Partnerships	Profile issues
1 Stockholm – Istanbul, Büyükçekmece, Zeytinburnu (Marmara region)	Environmental protection, technical infrastructure, sewage, waste and recycling management
2 Umeå – Altındag, Tepebasi, Yildirim, Nilüfer, Osmangazi (Central Turkey)	Taxes, charges, budgeting, financial follow-up and monitoring, as well as skills and leadership development.
3 Kalmar – Karsiyaka, Bornova and Manisa (Aegean region)	Cooperation in higher education, the business sector and the public sector (triple helix). Sustainable tourism.
4 Malmö – Antalya, Mugla and Tarsus (The Mediterranean region)	Sustainable social, economic and environmental development
5 Karlstad – Gaziantep, Osmaniye, Midyat and Sirnak (South East Turkey)	Town planning, land use, risk management
6 Kalmar – Samsun, Amasya, Giresun and Ordu (Black Sea Region)	Local economic development and growth, support for small and medium-sized enterprises, employment and tourism
7 SALAR – UMT	



## tusenet Newsletter 2/2007

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# Splendid atmosphere at intensive meetings in Turkey



Rolf A Karlson,  
Project Manager

The **tusenet** project's second major gathering during 2007 was held in Turkey during the last week of May. It primarily involved representatives of the Swedish municipalities, making study visits and participating in discussions in their respective partner regions in Turkey over the course of three days. This issue of the **tusenet** newsletter summarises impressions from the meetings and study visits. It is evident that the partners now know each other. And it is satisfying to be able to state that there is solid political support and commitment to the project from all of the participating municipalities. The atmosphere and reports from the closing conference day in Istanbul provided clear testimony in this respect as well as confirmation that the co-operative activities are beginning to take more concrete form.

Our Turkish partners have made good progress in analysing where their collaborative interests lie according to the Logical Framework Approach (LFA method). However, the **tusenet** project as a whole is still in an exploratory phase and I believe that the approaching visits at the end of August to the Swedish municipalities by delegations from the more than 20 Turkish municipalities can give rise to wishes for additional areas of co-operation.

Collaboration between the Union of Municipalities of Turkey (UMT) and the Swedish Association of Local Authorities and Regions (SALAR) has also been made more concrete during the visit to Turkey. This is described later in this issue of the newsletter.

Alongside the profile issues where the various partnerships are to have special collaboration (see page 2), a number of matters of more general character (horizontal issues) will also be handled throughout the project. These are (1) gender equality, (2) sustainable development, (3) transparency, accountability, ethics and public participation in local administration, (4) efficient service production, and (5) know-how about EU practices and funding.

Gender equality matters will also receive special attention in the collaboration between UMT and SALAR. During the May visit to Turkey a first workshop on gender equality, with about 15 participants, was held in Ankara. The content and impressions from this activity are described in a separate article in this newsletter. Here I would particularly like to emphasise that we will continue with new gender workshops in Turkey, and generally apply the so-called 3R method in the project's various activities. The three R: s stand for Representation, Resources and Realia. This year we are measuring representation to obtain true and "close" information for our future work with gender equality. Representation is measured by noting the number of women and men who participate in all of **tusenet**'s project meetings.

The means for treating the other horizontal issues in the project will be covered in coming issues of this newsletter.

The visits to the Turkish regions were concluded by virtually all project participants gathering in the Asian part of Istanbul on Friday, 1 June, for a one-day closing conference. The conference attracted 67 participants,

28 Swedes and 39 Turks. Nine of the Swedish and 12 of the Turkish participants were women, which are 32 percent and 31 percent respectively of the total number of participants. I mention these figures given what I noted earlier about the first R in the 3R method: Representation.

I would also like to underscore the significant differences in the conditions for working in the various regions of Turkey, particularly the special circumstances that apply for Karlstad and their co-operative partners which can lead to a need for extra resources in comparison with the other groups. We will bear this in mind during the project's execution.

In closing, I would like to remind you that one of the horizontal project goals concerns EU practices and funding know-how. It is stated in the approved project application that the partners are to deepen their co-operation by also applying for funding for special in-depth subprojects that can be financed through, for example, the EU. This is something the partners have genuinely taken to heart and, as noted later, the majority are already in the process of drawing up applications for funding from the EU Towns and Municipalities Grant Scheme for Turkey, Promoting Civil Society Dialogue. This is very positive and truly demonstrates the depth of commitment from all partners engaged in the project.



Mr Erol and Mr Bladholm making their opening addresses

In his opening remarks during the closing conference, Mr Muammer Erol, Deputy Secretary General of Istanbul Metropolitan Municipality, stressed the importance of addressing different environmental issues within the scope of the project.

Mr Bo Bladholm, Lord Mayor of the City of Stockholm, underlined the project's significance as an instrument in supporting Turkish municipalities in preparing to properly administer and direct their wider tasks and responsibilities when, hopefully in the not-too-distant future, Turkey becomes an EU member state.



Mr Parlar

Mr Asp

Mr Abdullah Selim Parlar, Deputy Governor of Istanbul, and Mr Christer Asp, Swedish Ambassador to Turkey, emphasised the general importance of the project, not the least as a part of the Turkish preparations for future EU membership.

In a following panel discussion, lead by Mr Asp, representatives of each partnership expressed impressions and stated outcomes of the regional meetings earlier during the week – see comments elsewhere in this newsletter.

The afternoon sessions included a report from the Ankara workshop on gender equality and an interesting contribution by Ms Ülkü Holago, journalist in Stockholm and daughter of Turkish immigrants to Sweden.



Ms Ülkü Holago

In her remarks Ms Holago shared her personal experience of living in two cultures, the Swedish and the Turkish. It was a much-appreciated contribution to the conference and her presentation gave rise to many questions and much reflection on the part of the participants.



Mr Ayman



Mrs Rönmark



Mr Kocamaz

Mr Cemal Ayman, Secretary General of UMT, and Mrs Marie-Louise Rönmark, Mayor of Umeå Municipality, summarized the partner meetings and the conference by emphasising the progress made in the implementation of the project, as did Mr Burhanettin Kocamaz, Mayor of Tarsus, and Mr Bo Bladholm, who also wished the Turkish participants welcome to Sweden and Stockholm in August.

Returning to gender equality and the first R in the 3R method, the presentations and longer contributions during the conference were made by 20 men and seven women, that is to say 26 percent women. The panel discussion with reports from the regional meetings involved nine men and two women – with both women representing the partnership between Malmö and the Mediterranean region.



Ms Fevziye Kökdil, Tarsus, and Mrs Johanna Ekne, Malmö during the panel discussion

# “Important to get to know each other”

Getting to know each other and having fun together. These are necessities for working together successfully in the tuseNET project according to Swedish and Turkish officials and politicians. The foundation for this was laid during the Swedes’ visit, “onsite” with their Turkish municipal colleagues. The participants gathered in Istanbul to summarise their impressions of the week.

## Participants in the summarizing panel discussion in Istanbul:



From left: Fevziye Kökdil, Johanna Ekne, Rolf A Karlson, Christer Asp and Duygu Dalgic Uyar

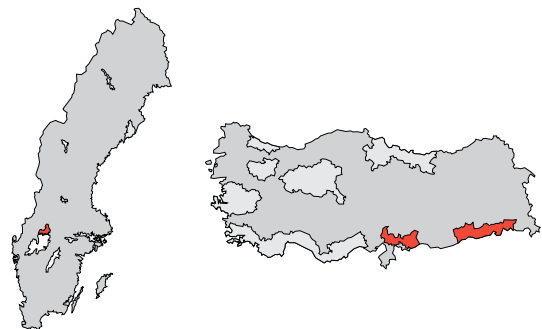


From left: Ingemar Lilienblad, Ali Gülbay, Magnus Persson, Ahmet Ertürk, Nafiz Eyüp Korkut and Carl-Lennart Åstedt.



Bo Lindholm

Ercan Durhan



## Karlstad – Gaziantep, Osmaniye, Midyat and Sirnak in south-eastern Turkey

**Magnus Persson, Karlstad:** “We have really enjoyed wonderful and adventurous days in some of our partner municipalities in south-eastern Turkey. We Swedes were impressed by the culture, the magnificent scenery and the people we met.

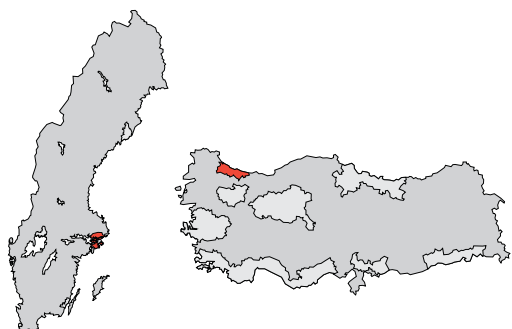
We have established very good relationships, professional as well as personal, with our Turkish colleagues and friends. We respect each other and there is mutual trust that promises well for the future. Without relationships like this I dare say that it is probably impossible for any project to function really well. We have mostly discussed urban planning and the strategic use of land. We have discussed planning systems for municipalities, education for stakeholders and an internet-based information system. We have talked about how the dialogue between the citizens and decision-makers can be organised. There is a good contact network already in place between the municipalities we co-operate with and this make the job easier. The next step is the visit to Karlstad and Stockholm by people from the four Turkish municipalities at the end of the summer. We are also preparing an EU application so that we can deepen our co-operation within certain specific areas. In closing, I would like to emphasise the

extreme differences between south-eastern Turkey and the developed metropolitan areas in the western part of the country. The tusenet project has to bring attention to such regional differences.”



From left: Muhittin Aslan, Maria Örenfors, Conny Carlstedt, Ahmet Ertürk, Magnus Persson, M. Sukru Celebi, Driver, Mubarek Anik, and Lars Wendel

**Ahmet Ertürk, Gaziantep:** “I wish we had had even more time to spend together. It has been great to get to know the Swedes during these few days. We are facing huge challenges, but I am certain we can deal with them together. It is not just a matter of the differences between urban and rural in our region but also the major differences between the cities. Gaziantep is a city of millions while Sirnak has about 60,000 residents. Town planning will be unique for each city but, at the same time, we have to find some common ground. This is why we have also spent time analysing strategies and risks as well as the budget that can be needed. It is also gratifying that the project has such strong support, not just among our politicians but also from the people who live in the region.”



### Stockholm – Istanbul, Büyükçekmece and Zeytinburnu in the Marmara region; associated partners: the municipalities of Nacka and Adalar

**Carl-Lennart Åstedt, Stockholm:** “I want to point out how important it is to build mutual trust and that

has to be allowed to take time. These days have been very fruitful in that respect. The group is more stable and we can speak freely with each other. Now I hope that we will continue to work with this group and not have to start again with new people.

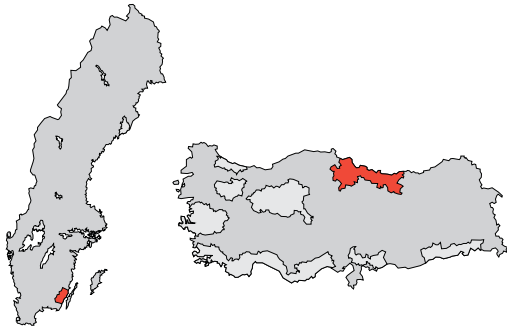
During our visit we mostly discussed waste management matters. Istanbul, with a population estimated at between 15 and 18 million, produces an enormous amount of waste. There are a number of interesting projects underway that we are going to look at more closely and there is also good technical equipment in places. We are going to focus on a variety of activities, including information to the general public.”



A refuse tip in greater Istanbul Region

**Eyüp Korkut, Istanbul:** “We have also discussed which interested parties we have to concentrate on and how we are going to get different groups to become more aware of, for example, the need to sort waste. We need to build an infrastructure for recycling, including the recycling of healthcare materials and hazardous waste. We have laws governing this kind of things but they must be implemented and this is something we can learn a great deal about from Stockholm. It is also a question of changing attitudes about how to dispose waste. Many people think it is easiest to just dump the garbage and waste in the woods, or the water, and until now no one has really reacted. It is what we did yesterday, that is what we do today and it is probably so we intend to do tomorrow too. We have to create alternatives to this.”

“We have also discussed which interested parties we have to concentrate on and how we are going to get different groups to become more aware of, for example, the need to sort waste.” **EYÜP KORKUT**



## Kalmar – Samsun, Amasya, Giresun and Ordu in the Black Sea region

**Bo Lindholm, Kalmar:** “During our visit the main theme was local economic development and I feel that we had a very good and constructive programme. We have tried to clarify the needs of the different cities and discussed how to make them more attractive to young people so that they see a future and want to keep living there. For example, there is an undertaking where young entrepreneurship is the strategy. Tourism is also seen as a condition for economic growth and we have discussed the link between tourism and municipal service, like being able to provide clean drinking water. Among other things, this discussion had resulted in our Turkish partners now preparing to replace old piping containing asbestos.”

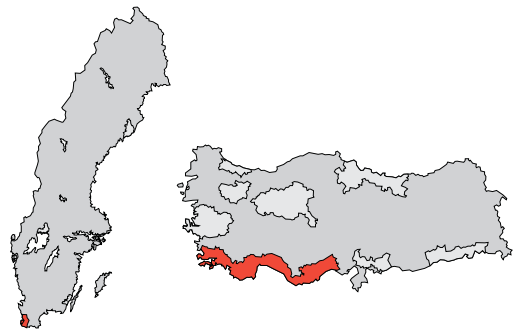


From left: Serdar Gul, Dilek Kazancioglu, Cafer Özdemir, Mete Bahadır Yılmaz, Tamas Lakatos, Bo Lindholm, Åke Pettersson, Nasim Malik, No Name, Ercan Durhan, and Baris Özcan

**Ercan Durhan, Giresun:** “We wanted to show our Swedish friends life in both our urban and rural areas. Our region is also problematic because the different places have such different conditions for development. Samsun, for example, has a well-developed tourism sector compared with the other partner municipalities.

“We wanted to show our Swedish friends life in both our urban and rural areas.” **ERCAN DURHAN, GIRESUN**

The countryside is also being depopulated and people are migrating to the cities in the region. We need to do a lot of rural development work. We are also going to work on how to establish a dialogue and collaboration between the politicians and citizens on our profile issues. Our politicians are heavily committed to this and genuinely support the project.”



## Malmö – Antalya, Mugla and Tarsus in the Mediterranean region

**Johanna Ekne, Malmö:** “The atmosphere in the group is good and now we can also kid each other so there were plenty of laughs during our visit. Our Turkish colleagues have been very ambitious when it comes to working with analyses and have taken courses to learn the methods of the Logical Framework Approach (LFA) that we all use in our work in the tusetnet project.

The days have been intensive and included study visits to a waste water facility, a centre for food distribution to the poor as well as a training centre where people who have moved in from rural areas take language, IT and vocational training courses, for example in hairdressing and jewellery making. We are now preparing, among other things, an EU application for teaching school children about the climate threat.”



Part of the Malmö – Antalya, Mugla and Tarsus partnership in a pause during the sum-up gathering in Istanbul. From left: Hasan Onkas, Fevziye Kökdil, Jamal El-Haj, Johanna Ekne, Burhanettin Kocamaz, Fazilet Kutluay, Emma Fall, and Nihan Yavuz

**Fevziye Kökdil, Tarsus:** “We are very happy with the results of this visit. It is also interesting that the majority of the participants at the official level are women. I am an architect and therefore very interested in what we will learn from Malmö when it comes to renovating older buildings. We are now going to work to complete our EU application by mid-August and to plan our coming visit to Malmö in more detail.”



### Kalmar – Karsiyaka, Bornova and Manisa in the Aegean region (Izmir Region)

**Jan Martinsson, Kalmar:** “It is obvious that our collaboration has very high status. There has been a full complement of officials, politicians, and also the press, during our visit to Bornova and Karsiyaka. We are working to develop collaboration between the public sector, business community and universities, which means that this project is going to take time. It is a matter of mobilising pretty much the entire community in order to achieve maximum impact. We have discussed a host of questions such as the goal description. How do you quantify a goal of a roughly 30 percent increase in tourism when we do not have any knowledge of the scope today? Our partner municipalities have however very good starting positions. Bornova has villages and attractive recreation areas in the vicinity. These are already being visited at weekends by families seeking to relax, socialise and prepare meals outdoors. At present it is possible to hire motorcycles to tour the beautiful surroundings. We want to develop a concept that includes horseback riding and more activities for children.

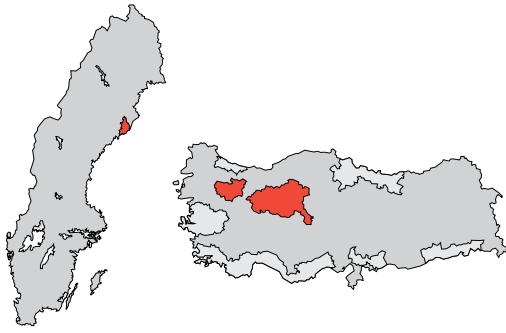
“In Karsiyaka there is the excavation site of the more than 8,500 year old town of Smyrna with fantastic opportunities to develop exhibitions and activities.” **JAN MARTINSSON**

In Karsiyaka there is the excavation site of the more than 8,500 year old town of Smyrna with fantastic opportunities to develop exhibitions and activities. When our Turkish colleagues come to Kalmar, among the things we are going to do is show them how we work strategically with tourism, which also encompasses young entrepreneurship.”



Kalmar – Karsiyaka, Bornova, Manisa partnership representatives gathering after breakfast. From left: Yasar Egice, Sabah Balta, Sermet Pýnar, Ali Aykut, Can Melek, Lina Lingtell, Dzenita Abaza, Sýrrý Aydogan, Yusuf Ali Karaman, Kamuran Türkün, Kemal Sevinc, Anneli Andersson, Jan Martinsson and Füzun Soykan

**Melahat Celen, Karsiyaka:** “We are now going to continue analysing what strategies on which to base our undertakings and this is to be completed in time for Kalmar’s next visit to us in October. To date we have held meetings with three universities and several voluntary organisations to discuss collaboration and we hope to involve them actively in the project. We are now hoping to maintain regular contact with Kalmar so that we can have access to their wealth of knowledge in the field even during the periods between our meetings.”



## Umeå – Altındag, Tepebasi, Yildirim, Nilüfer and Osmangazi (Central Turkey)

**Ingemar Lilienblad, Umeå:** “I feel we have achieved foremost two things during these days. The first, as all of the other groups have emphasised, is the importance of getting to know one another and make time for that. The other is that the support of leading politicians is decisive. My experience says that we have that support, both in Turkey and our own municipality, Umeå. When it concerns financial administration our Turkish colleagues have a functioning system in many respects although the technical standard can vary considerably. What we are primarily looking at is how finances can be used as an instrument of control, how to provide financial information and budget data to the operations and not just the recording of earlier events.

Also, I think we Swedes have quite a lot to learn from our Turkish partners. We’re good at organising and managing day-to-day activities but if an emergency arises the administration and communication is often flawed. I believe our Turkish colleagues have a different readiness for emergencies and several strategies for handling crises. Areas where we can make a particular contribution are staff recruitment, skills development and, not least, how to retain personnel. This was managed centrally before and now there is a need for more local expertise. We are also working on an EU application that actually involves an enlargement of the tuset project as such. It is to help with longevity beyond the four project years and give us the opportunity to involve more people in our undertakings”

“Also, I think we Swedes have quite a lot to learn from our Turkish partners.”

INGEMAR LILIENBLAD



Parts of the partnership representatives during the sum-up gathering in Istanbul. From left: Ali Gülbay, Recep Altepe, Mustafa Bozbey, Ingemar Lilienblad, Marie-Louise Rönnmark, Balamir Gundogdu, Louise Söderlund, and Cigdem Kizilkaya

**Ali Gülbay, Osmangazi:** “I also want to emphasise that it is important to get the politicians involved, something that I feel has worked well in our group. Our five Turkish municipalities all have different circumstances, and co-ordinating discussions and planning are major tasks. We now see that we can use this to our advantage and actually benefit from our varied experience within our profile area. We have worked very hard during these days and have dealt with, for example, preparation of an EU funding application. I am truly looking forward to getting to know Umeå even better during our visit in August.”

## “How to communicate efficiently with more than 3,000 municipalities?”

UMT currently employs about 30 people and works with over 3,000 municipalities. In Sweden, SALAR has roughly 400 officials who provide service to 290 municipalities and 20 regions.

One important task for SALAR is to support its Turkish colleagues in their efforts to develop a communication strategy.

While it is true that there are plans to increase the workforce at UMT to 80 people, one must consider that Turkey is still a large country with more than 70 million residents and in excess of 3,000 municipalities. As the municipalities are to develop their autonomy, their need of service from the Union will increase.

“We need effective tools to reach out at the local level. At present we have an overall communication plan but we require support in the practical implementation,” says Duygu Dalgic Uyar, Turkish project co-ordinator for tuseNET, and Berrin Aydin, Director of External Relations at UMT.



Duygu Dalgic Uyar



Berrin Aydin

Duygu Dalgic Uyar is of the view that there are realistic conditions for establishing communication channels, among them being the six Turkish-Swedish networks that are part of the tuseNET project. UMT maintains intensive contact with the Turkish municipalities in the project but there remain many others where channels must be identified.

A first step is to analyse which parties UMT needs to communicate with and what the communication is to contain. This is the view of Bengt Westman from SALAR, who will be working with UMT in the development and implementation of a communication strategy.



Bengt Westman

“As we see it UMT has three principal parties, the member municipalities, the regions and the government. We should also bear in mind that Sweden, prior to 1952, had about 2,500 municipalities that the Swedish association of municipalities of the day worked with. The method employed at that time was to work via the existing small regional organisations and develop functioning relationships with them.

As an element in EU adaptation, and also as an effort to pursue reforms discussed for several decades in Turkey, there have been extensive changes in legislation aiming to increase municipal autonomy. Now when responsibilities and authority are being devolved to the municipalities, and the central government control is to be reduced, it is a matter how UMT can profile itself in relation to the regions and municipalities. Moreover, the Turkish union's duties and role is largely regulated by law and the union's officials are employed on the same terms as government civil servants.

“We are going to discuss extensively how officials and politicians in UMT view their roles and what purpose UMT is to fulfil. It is a question of establishing legitimacy for the union in the eyes of the members. It cannot be regarded as an extension of the

state,” says Bengt Westman.

Today, UMT is working hard in its efforts to communicate with the mayors in Turkey. Mayors have an operative function and serve as executive civil servants in the decision-making process.

“In Sweden we have membership contacts at several levels, from politicians to executive officers and administrators. We will present examples of how we work through networks, seminars, training courses, reference groups and how we communicate using handbooks and other publications. One important service are the circulars we distribute concerning, for example, changes in Swedish legislation.”

When Duygu Dalgic Uyar, Berrin Aydin and others visit SALAR in August they will discuss with Bengt Westman, Rolf A Karlson and other SALAR experts the question of what can be effective instruments in the contact between UMT and its members.

“Then I anticipate that we will survey and analyse the regional municipal associations in Turkey and initiate contact with them based on the instruments UMT decides to employ,” says Bengt Westman.

“We are going to discuss extensively how officials and politicians in UMT view their roles and what purpose UMT is to fulfil. It is a question of establishing legitimacy for the union in the eyes of the members. It cannot be regarded as an extension of the state.” **BENGT WESTMAN.**

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## “When is inequality a sound solution?”

Gender mainstreaming is to be one of a number of central themes for the entire tuset project. In addition to efforts to involve women in planning and decision-making it is very important that women’s participation in Turkish politics increase. Currently, only just over two percent of the local and regional politicians in Turkey are women. Among the speakers at a workshop in Ankara, hosted by the Union of Municipalities in Turkey (UMT), was Fredrik Lundkvist from the Swedish Association of Local Authorities and Regions (SALAR)

who talked about how gender mainstreaming can be achieved through systematic efforts.

About 15 people representing UMT, Turkish municipalities, universities in Ankara, the Turkish Ministry of Interior, the Turkish Republic Prime Ministry Directorate General on The Status of Women, and Ministry of Labour plus the voluntary organisation The Flying Broom, spent a day at the end of May in discussions with Swedish participants from SALAR and Umeå Municipality on the need for greater gender equality at virtually all levels of Turkish society.

“We see it as important to have more women candidates running in the 2009 mayoralty elections.”

**DUYGU DALGIC UYAR**

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The gender workshop in Ankara. From front left: Berrin Aydin, Nurgul Aksoy, Duygu Vefikulucay, Urun Guner , Ozun Koca, Norgül Ucar, Gülsen Culhaoglu, Cagatay Halat and Ceren Seda Erdem

Participating in the meeting was Nürgül Ucar, woman mayor of Seyrek Municipality, located on Turkey’s west coast, near Izmir.

“Only 18 of more than 3,000 mayors in Turkey are women. We need to increase awareness that this imbalance cannot continue,” she says.

For Duygu Dalgic Uyar, tusenet project co-ordinator for UMT, the day’s meeting is the first step in working towards broader women’s representation in political life.

“We see it as important to have more women candidates running in the 2009 mayoralty elections,” she says.

What exactly is gender mainstreaming? And why is it regarded as important? According to the definition used by the Council of Europe, and others, gender mainstreaming “is the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policy-making.”

The need to develop gender mainstreaming, in a political context, has arisen from the consequences of routinely regarding men as the human norm, while women tend to be only regarded on the basis of their gender.

Britt-Marie Lövgren, political group leader for the Liberal Party of Sweden in Umeå Municipality, is also rapporteur for gender equality matters for the Council of Europe’s Local and Regional Assembly:

“In the spring of 2004 the Council of Europe adopted guidelines for how gender equality is to be strengthened and developed. Turkey has also indicated its support for the resolution,” she comments.

Britt-Marie Lövgren is also a member of the political equality committee in Umeå and can see what is required to pursue gender equality issues in practice.

“There must be a political will to implement gender mainstreaming. And reasonable resources, so that some people can work with these issues fulltime at the municipality. Gender equality is a matter that must be addressed continually and not simply be the subject of promises,” she says.



From left: Cattis Grant, Britt-Marie Lövgren and Haluk Ozgen.

At the municipal and regional level in Sweden 43 percent of the politicians are women and 57 percent are men. There are approximately 46,000 political assignments at this level and about one percent of Sweden’s adult population has some form of political assignment at the municipal or regional level. Swedish municipalities provide work to roughly 760,000 people of which 80 percent are women. The bulk of the jobs are found in the education and the care/nursing sectors.

One benefit of a gender equality perspective in municipal undertakings is that it offers new employment opportunities to the underrepresented gender in the municipality’s activities. This is valid for both women and men. Taking Umeå as an example, we can mention a project which encompasses, among other things, school lunch services. School lunches, by tradition, have been served by women, and the present employees are beginning to reach a high average age. Therefore, the municipality is making an effort to recruit young, unemployed men with restaurant training to work in the school kitchens. This means they get work in a sector that they themselves had perhaps not considered. It also means that the children get to meet men who break stereotypical gender pat-

“Local autonomy is an important foundation in Swedish democracy. It is also to represent the residents’ needs and interests.” **FREDRIK LUNDKVIST**

terns at school. On the other hand, the municipality has worked to recruit more women as building permit administrators, a male fortress by custom.

“Local autonomy is an important foundation in Swedish democracy. It is also to represent the residents’ needs and interests,” says Fredrik Lundkvist, equality officer at SALAR.

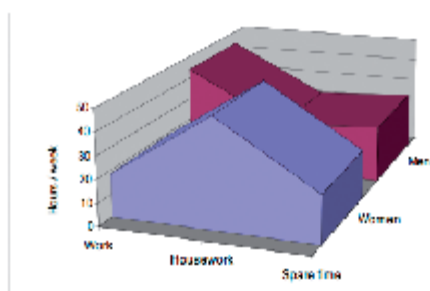
In Sweden the overriding goal of equality policy is defined as an equal distribution of power and influence, the same opportunities for economic independence, shared responsibility for the household and children and the absence of gender-based violence.

“These points are of equal weight. It is not possible to claim that women have more power in the home than men and in doing so try to avoid discussing inequality in the rest of society.”

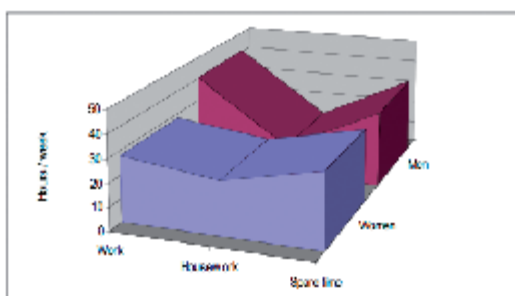
Getting past gender stereotypes is not always easy in, for example, the day-to-day workings of the municipality. When day-care staff contacted parents it was usually the mother they asked for.

“Day-care staff discovered that they were working according to a gender stereotype pattern, without realising it. For this reason they began to consistently alternate when they telephoned a child’s parents. Mother one time, father next.

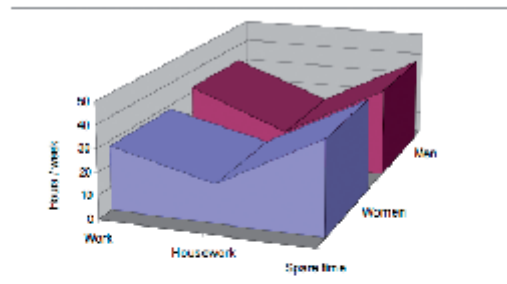
#### Parents of small children



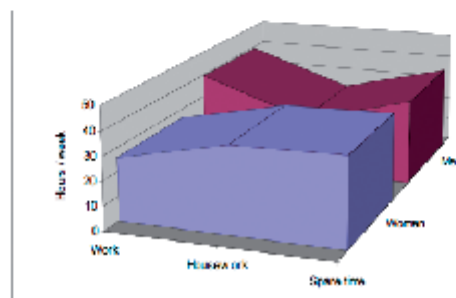
#### Young couple, without children, living together



#### Singles without children



#### Middle-aged, no children at home



If we look at statistics they show that men’s and women’s lives are still very different during certain periods. Up until retirement, men, it would seem, have the same distribution of time for work, leisure and household tasks.

“For women this distribution varies considerably more over time due to social obligations and the opportunities available to them on the labour market.” “Paradoxically, the statistics indicate that many men increase the hours they work during the periods when they have small children, instead of sharing responsibility for the children and household to a greater extent.

At the end of the 1990s the Swedish Association of Local Authorities developed a method for municipalities to use when analysing how activities are conducted from an equality perspective. This is known as the 3R method.

“The R: s stand for Representation, Resources and Realia. By surveying activities using these three headings it quite quickly becomes clear how resources are actually distributed,” says Fredrik Lundkvist.

Representation is about examining gender distribution among those who are involved in an activity and decision-making. How does it look among politicians? Public servants? Supervisors? Who exercises influence in the preparation of a matter? Who makes the decisions? Do men and women speak for an equal amount of time at political meetings where the decisions are taken?

“Resources can consist of money, but also of time and space. How are these distributed between women and men? Who uses the sports centre or public transit services? How much are different things allowed to cost?”



Fredrik Lundkvist presenting some Swedish gender facts

Finally, Realia deals with the norms and values that are shown to dominate an activity. Is the activity designed with both women and men in mind? How much influence do women and men respectively have over the activity?

“For example, Swedish municipalities have used the model to analyse ambulance service. It turned out that ambulances responded more quickly and drove significantly faster when the alarm concerned a man with a suspected heart attack compared with when a woman in the same situation was to be transported.”

An example of how the method can be used in concrete terms in municipal planning could concern the rebuilding of a parking garage. The parking garage was used far too little, especially by women.

“When the public servants analysed the situation they discovered that the environment was, quite simply, not suited to women. They could not push a baby carriage without being in a traffic lane. The lifts were regarded as frightening because the doors lacked windows. These are just two examples. This resulted in an extensive rebuild where the parking garage was fitted with ramps and the lifts were glazed in. Moreover, the lighting was improved. The investment was profitable. The number of users increased, among both men and women.

One way to define what you should actually examine with the 3R method is to start with the underlying cause of a problem and what the negative effects can be.

“When we talk in terms of gender equality then male dominance in different areas can be conceived as a problem. In actual fact, it is the underlying cause,

such as an imbalance in resource distribution or low representation of women in politics that can give rise to a problem. The negative effects will perhaps be that girls have less access to leisure pursuits. Or, that the absolute best political talents are not recruited if women are excluded.”

Women in Sweden have had the right to vote since 1919 and the curve representing the proportion of women politicians at the national level has risen continually since the 1920s – with one exception. The election of 1991 brought a change of government. The Social Democrats lost power and were replaced by a centre-right coalition. Two male-dominated parties, the Christian Democrats and New Democracy, captured parliamentary seats while the Green Party, with broader female representation, lost its place.

“Major cutbacks in the public sector followed the election. In a variety of ways women were perceived to be the big losers in the cuts. Many of them lost their jobs in the public sector, for example,” says Fredrik Lundkvist.

A number of women debaters and opinion-makers asserted that the cutbacks that affected women had a direct connection to the lower women’s representation among the governing politicians.

“Before the next election a few women debaters formed a network they called the ‘Support Stockings’. They challenged the political establishment by demanding that the established parties run more women candidates. Otherwise, they would consider starting a women’s party and stand themselves for election to the Swedish Parliament.

The Support Stockings attracted great media attention and articulated their demands with the slogan “Full pay, half the power!”

“The Support Stockings claimed they had broad support from women who had not benefited from the policies of the past few years. It became urgent for the other parties to retake the initiative and at the next election there were considerably more women candidates running for office. Nowadays, most of the parties operate on the “turn-about” principle with the ideal situation being a 50-50 distribution of men and women. The election results in 2006 brought 165 women and 184 men into parliament - just over 47 percent women and almost 53 percent men,” says Fredrik.

If we leave the Ankara workshop for a moment and look at the development in Turkey as a whole in terms of gender equality issues, we see that they have

clearly been neglected since the 1930s. Women in Turkey gained the right to vote already in 1934 and the founder of the republic, Mustafa Kemal Atatürk, also emphasised the importance of women's participation in society on equal terms as an element in the building of the new state. Women, primarily from well-to-do circumstances, gained access to education and qualified jobs. However, in general, women did not enter the regular labour market and they have been considerably disadvantaged in political life.

Only 4,4 percent women in parliament places Turkey among the poorest countries in the world in terms of women's representation. Now demands are being made by a women's organisation, the Association for Support and Training Women Candidates (Ka-Der), and others, that legislation be passed requiring women politicians to be represented at a level of 33 percent in the parties.

Representation of at least 30 percent is also what the Council of Europe has defined as a "critical mass" if women are to genuinely have influence in the decision-making process.

Ka-Der also conducts extensive training courses, in which the Swedish consulate-general in Istanbul and others are involved, aiming at better ability to recruit women to political undertakings.

During the spring of 2007 the organisation has conducted the so-called moustache campaign (see pictures) where well-known Turkish women wearing fake moustaches pose in pictures with the rhetorical question "Do you have to have a moustache to sit in parliament?"

Commenting on this, Fredrik Lundqvist says:

"I think it is a good way to bring attention to inequality, by pointing out men's dominant presence and questioning that fact instead of only focusing on the absence of women."

As an example he also mentions that in the academic world of political science in Sweden there is literature where male authors assert that women are not actually needed in politics if development is viewed in a historic perspective.

"This is why I think it is justified to turn it around and wonder if men are needed in politics, given the way society has developed. This is also frequently discussed with a women's perspective on things and that makes me wonder what the men's perspective is and what it can contribute. You can also start interesting discussions by asking yourself when inequality is

a sound solution."

Let us return to Turkey's special circumstances. According to international statistics on equality Turkey is currently in 105th place among 115 countries, behind such nations as Tunisia, Ethiopia and Algeria, who have a considerably poorer economic situation. This was pointed out by Henrik Berggren, editorial writer at Sweden's largest morning newspaper, Dagens Nyheter (21 June 2007). However, he writes, Turkey is also in the midst of very dynamic modernisation process similar to that which many European countries experienced in the 1950s. Previously, European women worked mostly in the agricultural sector and during the 1950s the dominant role was that of housewife. A few decades later



women entered the labour market and political life.

In Turkey the equality process is likely to have the prerequisites for a faster breakthrough, largely thanks to the country's undertakings to meet EU requirements.

UMT is now to work actively, through the tusetnet project for example, to get more women engaged in politics at different levels.

"We are going to form a working group with a number of the participants from the Ankara meeting and conduct training courses to also get young women interested in politics," comments Duygu Dalgic Uyar.



# Swedish reflections on gender mainstreaming in the tuseNET project

## Christer Asp, Swedish Ambassador to Turkey:



The advancement of women and the achievement of equality between women and men are matters of human rights and democracy, as well as a condition for social justice. This should not be seen in isolation as women's issues, but as the only way to build a sustainable, just and developed society. Gender equality is one of

the pillars of both EU and Swedish policy.

Atatürk's reforms granted Turkish women equality with men well in advance of other European countries. Recent amendments to the Turkish Constitution assert that "women and men have equal rights" and "the state is

responsible for taking all necessary measures to realize equality between women and men". A new civil code, reforms to labour law, the establishment of family courts and a reformed penal code have brought about comprehensive changes to the legal status of women. Regrettably, in practice, Turkey lags behind every other European country in almost every measure of gender equality. It has, for instance, the lowest number of women in parliament, the lowest share of women in the workforce and the highest rate of female illiteracy. Much work needs to be done to overcome the remaining challenges. One key issue in this respect is to ensure the equal participation of women and men in decision-making. Here I believe that the tuseNET project can make a substantial contribution that will benefit not only women, but society as a whole.

## Jan Martinsson, Kalmar:

The Turkish part of our working group consists, in fact, entirely of women and this may have something to do with our field: tourism. When it concerns tourism development it is absolutely necessary to be wearing your "gender equality glasses". We know from Swedish studies that it is often the wishes of the children that are

expressed by the women, wishes that decide the family's destination. Offering typical men's activities, such as hiring out motorcycles for high-speed travel around recreation areas, are therefore doubtful as successful concepts. It is also a question of creating more job opportunities for women in a developed tourism industry.

## Carl-Lennart Åstedt, Stockholm:

I can see that a generation change is underway for our Turkish partners in the fields we work with - waste and recycling. More young and university educated people, including women, are entering the field. Our projects need to involve women at several levels. To a considerable extent it is them who are at the start of the waste

management chain. They take care of the waste and they are one of the primary interest groups we need to reach with information and knowledge. Other projects involving these issues have attracted great interest from women residents. Moreover, we are going to try to involve women politicians in our work.

## Johanna Ekne, Malmö:

Our core working group consists of women but the situation is worse when it comes to women's representation at the political level. I see great potential to implement gender mainstreaming, foremost where it concerns

our plans to reach the children on matters such as the environment and the climate threat. Here we need to go through the women and first, perhaps, offer them education in order to get them actively involved in the tasks.

## Magnus Persson, Karlstad:

In the parts of Turkey we have visited the women's representation at the public servant and political levels are very low. To bring attention to the need for gender mainstreaming in our projects, such as long-term land use and risk management, we have to make a gender

analysis together with our Turkish partners. Here the perspectives and potential of women's and girls' knowledge and experience will be included in the planning. In this way we hope to also increase knowledge, understanding and awareness of the need for women in key positions.

## Bo Lindholm, Kalmar:

Gender mainstreaming is a fundamental democratic issue, as I see it, and therefore highly relevant in our work. We see opportunities to bring attention to this in the project by, for instance, encouraging support to women

entrepreneurs. When our Turkish project partners visit Kalmar we intend to emphasise gender equality and show what we regard as good examples.

## Louise Söderlund, Umeå

We are going to work with practical gender equality. It is a matter of always measuring, for instance, the number of men and women respectively who participate in our meetings. Who takes the decisions? What impact do the decisions have? If only men sit at the table and a deci-

sion is made, it hardly means that all perspectives have been taken into consideration. However, it is important to stress that it is not about starting a gender war, but about understanding that gender equality is a working perspective.



From the closure of the conference in Istanbul, June 1

The **tusen**et project is part of the Swedish programme for cooperation with Turkey – a programme aiming at strengthening the process of democratisation and respect for human rights in Turkey and promoting closer links with European cooperation structures and common values.

One major ingredient of the programme is bilateral cooperation between local authorities in Turkey and Sweden. The Swedish Association of Local Authorities and Regions (SALAR) is supposed to play an important role by inspiring reform of the municipal sector and development of its Turkish equivalent (the Union of Municipalities of Turkey, UMT).

The **tusen**et project aims at supporting Turkish municipalities and UMT to be capable to take on roles as professional organisations in the road to a future EU membership – in areas as good governance, efficiency, democracy and transparency in actions, capacity building, safe-guarding of municipal interests, cooperation with different stakeholders, etc.

The project is built on cooperation between six networks of Swedish-Turkish municipalities, involving 5 Swedish and 22 Turkish municipalities, and between SALAR and UMT.

**tusen**et is implemented during 2006–2010.

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**tusen**et

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