

CHAPTER IV

CONCLUSION

Referring to the research question submitted which is on **“How effective is the *More and Better Jobs for Women* project conducted by ILO in achieving gender equality in Turkey?”** This research has come into a conclusion that the project is deemed effective in increasing women’s participation rate and employability in the four pilot provinces of Istanbul, Ankara, Konya, and Bursa as an effort by ILO in assisting Turkey in reaching gender equality, specifically in the labour market.

In determining the answer to this research question, the writer carried out an in-depth research in analysing the effectiveness of the *More and Better Jobs for Women* project. Three elements under The Program Accountability Quality Scale (PAQS) was used including the activities, outputs and outcomes elements to draw out an accurate conclusion in determining whether the project was effective or ineffective in achieving gender equality in Turkey.

The activities element focuses on the alignment of the methods used in empowering women through the programmed activities that are devised under the *More and Better Jobs for Women* project. In analysing the effectiveness of the project five principles under the rights-based approach ILO uses in its projects was used to further analyse whether all programmed activities under the project follows

the five principles. Conclusively, the *More and Better Jobs for Women* project has enforced all five PANEL principles of the rights-based approach on all its programmed activities.

The outputs element was utilised to analyse the activities held and the number of the participants present in these activities. The outputs element was also successfully implemented as each activity that was constructed are specifically targeted to address problems that women face in taking an active role in the workforce in Turkey. These project activities consist of training activities and awareness activities. These activities will contribute in increasing women's leadership, entrepreneurship, and self-growth in the working sector of Turkey. The number of female participants was overwhelming as they constitute half of the overall total participants, while the remaining number belongs to male participants.

The outcome element analyses the effectiveness of the project through its short-term achievements. Since the project was initiated, there was an increase in women's participation rate in the workforce in Turkey from 25% to 29% and women's employment rate rose from 27% to 29%. Further increase on women's participation rate are targeted. Since it started until the end of 2018, the *More and Better Jobs for Women* project have contributed to the achievement of gender equality in Turkey. The continuity of this project will be carried out in the PHASE II. However, it will not be furthered explained in this research.

The effective result brought by the *More and Better Jobs for Women* project of ILO can be seen as well through the lens of liberal feminism. Liberal feminism opposes the idea that women are inferior to men. The theory focuses on

empowering both genders to acquire equal rights and opportunities to achieve gender equality. Through this project women are provided with relevant trainings and seminars to increase their employability in order to participate actively in the workforce and opportunities in obtaining decent work in Turkey. Which will gradually eliminate prospect that females are dependent on males. As liberal feminism is a women-centred ideas and practices that focuses on achieving equal rights between female and male through equal opportunities.

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