



Parahyangan Catholic University
Faculty of Social and Political Science
Department of International Relations

Accredited A

SK BAN -PT NO: 3095/SK/BAN-PT/Akred/VIII/2019

Effectiveness of the *More and Better Jobs for Women*
Project of ILO in Achieving Gender Equality in Turkey

Thesis

By

Nabilla Dyah Faramita Wade

2016330188

Bandung

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Advisor

Elisabeth Adyiningtyas Satya Dewi, S.IP., M.A., Ph.D.

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Department of International Relations**



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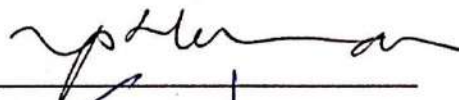
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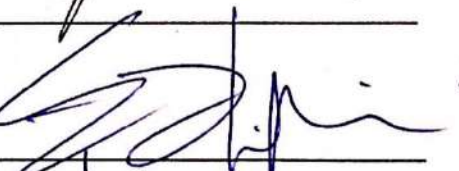
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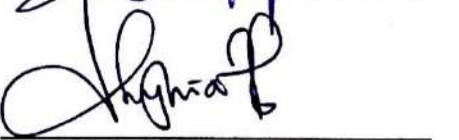
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Name : Nabilla Dyah Faramita Wade
Student ID : 2016330188
Department : FISIP/International Relations
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Hereby assert that this thesis is the product of my own research, and it has not been previously proposed for the same purpose by any other academics or party. Any information, ideas, and facts gained from parties are officially cited in accordance to the valid scientific writing method.

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Nabilla Dyah Faramita Wade

ABSTRACT

Name : Nabilla Dyah Faramita Wade
Student ID : 2016330188
Title : Effectiveness of the *More and Better Jobs for Women* project of ILO in Achieving Gender Equality in Turkey

The *More and Better Jobs for Women* project is a project initiated by the International Labour Organisation as an effort to achieve gender equality in Turkey and was first initiated in 2013-2018. Turkey faces a large gender gap in employment rates, not to mention that the labour market is segmented and segregated across gender. The project aims at developing a national policy to promote women's employment, creating decent work opportunities for women through active labour policies and building awareness on gender equality and labour standards. This research will analyse to determine the effectiveness of the *More and Better Jobs for Women* project in achieving gender equality in Turkey.

To answer this, Liberal Feminism paradigm and Program Effectiveness concept: The Program Accountability Quality Scale (PAQS) was utilised to analyse the effectiveness of the *More and Better Jobs for Women* project. Since the *More and Better Jobs for Women* project was launched more women are taking active participation in the labour sector and have started their own business. In raising awareness, seminars on women's employment and gender equality in the workplace and informative publications was carried out. Conclusively, the research concludes that the *More and Better Jobs for Women* project is an effective project in achieving gender equality in Turkey. The project initiated by the International Labour Organisation has indeed touched thousands of women's lives and empowered them to take an active role in the working sector. In determining the effectiveness of the *More and Better Jobs for Women* project, the result is composed from a thorough analysis based on the three elements including activities, outputs, and outcomes elements under the PAQS indicator and the lens of liberal feminism.

Keywords: Gender Equality, Women, ILO, Project Effectiveness, More and Better Jobs for Women, Turkey, PAQS, Liberal Feminism

ABSTRAK

Nama : Nabilla Dyah Faramita Wade
NPM : 2016330188
Judul : Efektivitas Proyek *More and Better Jobs for Women* oleh ILO dalam Mencapai Kesetaraan Gender di Turki

Proyek *More and Better Jobs for Women* merupakan sebuah program yang diprakarsai oleh *International Labour Organisation* sebagai upaya mencapai kesetaraan gender di Turki dalam rentang waktu 2013-2018. Hal ini diperlukan, dikarenakan Turki menghadapi kesenjangan gender yang timpang dalam tingkat pekerjaan, belum lagi bahwa pasar tenaga kerja tersegmentasi dan dipisahkan berdasarkan gender. Proyek ini bertujuan untuk mengembangkan kebijakan nasional dalam mempromosikan pekerja perempuan, menciptakan peluang kerja yang layak bagi perempuan melalui kebijakan tenaga kerja aktif, dan membangun kesadaran tentang kesetaraan gender dan standar tenaga kerja. Penelitian ini akan menganalisis dan mengukur efektivitas proyek *More and Better Jobs for Women* di Turki.

Untuk menjawab pertanyaan penelitian yang diajukan, penulis menggunakan paradigma Feminisme Liberal dan konsep Efektivitas Program: *The Program Accountability Quality Scale (PAQS)* untuk menentukan apakah proyek *More and Better Jobs for Women* merupakan proyek yang efektif. Hasilnya menunjukkan pasca proyek *More and Better Jobs for Women* diluncurkan, semakin banyak perempuan berpartisipasi dalam sektor tenaga kerja dan beberapa diantaranya telah memulai membangun usaha sendiri. Dalam meningkatkan kesadaran, seminar tentang pekerja perempuan dan kesetaraan gender di tempat kerja dan publikasi informatif telah dilakukan. Penelitian ini menyimpulkan bahwa proyek *More and Better Jobs for Women* merupakan proyek yang efektif dalam mencapai kesetaraan gender di Turki. Proyek ini telah menyentuh hidup ribuan wanita di Turki untuk mulai mengambil peran yang aktif di sektor pekerjaan di Turki. Untuk menentukan efektivitas proyek *More and Better Jobs for Women*, hasil ini dihasilkan melalui analisis menyeluruh berdasarkan tiga elemen termasuk *activities, output, dan outcome* di bawah indikator PAQS dan lensa feminisme liberal.

Kata Kunci: Kesetaraan Gender, Perempuan, ILO, Efektivitas Proyek, *More and Better Jobs for Women*, Turki, PAQS, Feminisme Liberal

PREFACE

With the highest of gratitude to God, the Almighty, and with thankful acknowledgement to all parties who have generously contributed to this thesis, the writer proudly presents this thesis, entitled “**Effectiveness of the *More and Better Jobs for Women* project of ILO in Achieving Gender Equality in Turkey,**” which was completed to fulfill the writer’s final requirements to obtain a Bachelor’s degree in the major of International Relations, in the Faculty of Social and Political Sciences of Parahyangan Catholic University.

This thesis strives to explore the effectiveness of the *More and Better Jobs for Women* project of ILO in achieving gender equality in Turkey, a country with the lowest participation rate of women in the labor market among other countries. Women’s contribution in the working sector is crucial as it influences the positive economic prosperity in Turkey and will help in achieving the Sustainable Development Goals.

In the process of completing this thesis, the writer encountered challenges, obstacles, and demotivation in various ways. Thus, the writer would like to express a sincere gratitude to *Mba. Nophie* acting as the writer’s thesis advisor, for her guidance and attentive supervision in the process of completing this thesis. The writer realizes that this thesis is still far from perfection. Therefore, the writer is open for further criticism, suggestions and inputs towards the betterment of this thesis.

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This writing is a form of a manifestation of the writer for those who have contributed in helping and supporting the writer during her journey as a student in Parahyangan Catholic University. The writer is aware that all the words and phrases that are written will never be enough to represent the true feelings that the writer genuinely feels to each of those who have helped the writer in this journey. For that reason, the writer will always be in gratitude and in prayer to each one of them mentioned, namely:

Allah, The Almighty God – an entity who has always thought its people the true meaning of gratitude and patience. Even though there were moments where the writer feels lost and hurt, questioning all the happenings in her life, in the end the writer believes that God has bigger and better plans for them. As God will never fail you. I thank God for letting me live the life I have today and forever grateful of the chance in completing my bachelor's degree journey.

Main Supporters.

Daddy – a figure who means the world to the writer, someone who will forever have a special place in the writer's heart. Thank you for always being there in motivating the writer in completing this research thesis, even after leaving this world. Without you dad, I would have never believed in my potential and capabilities in everything I put my heart into, since the day I was born. I never imagined a success without you in it, but reality is harsh, and people will eventually leave whether we like it or not. The gentle word of "*Believe me, you will get there*" has always become a reason for me to move forward. I know you're not here, but I also know you've been there with me through spirit, till the day I'll meet with you again in heaven. Forever you will be in my heart and this one's for you dad. The word I love you, will never be enough to express my gratitude and love for you. I love you, dad.

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Extraordinary Figures in IR Unpar.

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*And for those who have left us.
Thank you for your legacy and your invaluable knowledge.*

The Late. Mas Nur and The Late. Mas Bob.

Some of the lovely humans who have been there in every step of the way in this memorable city, Bandung.

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Lastly,

I sincerely thank you for your determination and hard work

2016330188

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LIST OF ABBREVIATIONS

EU	European Union
ILO	International Labor Organisation
IGO	International Governmental Organisation
INGO	International Non-Governmental Organisation
ISKUR	Turkish Employment Agency
KAGIDER	Women Entrepreneurs Association in Turkey
LMDS	Local Multipoint Distribution System
NGO	Non-Governmental Organisation
OECD	Organisation for Economic Co-operation and Development
OPEC	Organisation of the Petroleum Exporting Countries
PAQS	The Program Accountability Quality Scale
PEVTB	Provincial Employment and Vocational Training Board
SDG	Sustainable Development Goals
SIDA	Swedish International Development Agency
TUIK	Turkish Statistical Institute
TURKSTAT	Turkish Statistical Institute
UN	United Nations

CHAPTER I

INTRODUCTION

1.1 Research Background

Issues on gender continues to become a significant matter to be discussed, both globally and in the international relations hemisphere. Despite the attention given, misconceptions occur in understanding the differences between gender and sexes. This misinterpretation is frequently found, though issues on gender have become an important subject in the 21st century. Gender and sexes have different representation, although they are commonly used interchangeably. Sex refers to either of the two major forms of individuals that occur in many species and are distinguished respectively as female or male, especially on the basis of their reproductive organs and structures.¹ Gender refers to the socially constructed characteristics of women and men –such as norms, roles and relationships of and between groups of women and men.² Therefore, sex is something we are born with and can never be changed but gender is an identity that each individual are given the liberty to choose regardless of their sexes.

The world is quickly transforming, and perceptions continues to change over time. The emergence of support groups advocating for gender equality, including

¹ Webster, Merriam, Definition: Sex, Accessed on 10/02/2019, <https://www.merriam-webster.com/dictionary/sex>

² The World Health Organisation, Gender, Equity and Human Rights, Accessed on 10/02/2019, <https://www.who.int/gender-equity-rights/understanding/gender-definition/en/>

numerous women movements to defend the rights of women have proven how essential it is in attaining gender equality in today's world. The emergence of support groups is a massive progress in the present-day, in the last thirty to forty years ago it is highly uncommon to see a woman promoting for her and other women's rights and witnessing men playing a contributing role in actualising gender equality.

The International Labour Organisation (ILO) is one of the many International Governmental Organisations (IGO) under the United Nations (UN), devoted in promoting social justice and internationally recognised human and labour rights, pursuing its founding mission that social justice is essential to universal and lasting peace.³ ILO is a key player in promoting equal opportunities for women and men in obtaining decent work in conditions of freedom, equity, security and human dignity.⁴ Gender equality is a substantial element in actualising other goals under ILO, where in gender equality is one of the agendas under the Sustainable Development Goals (SDG). Preserving equality is an important policy driver for all ILO policy outcomes.

Gender equality revolves around the idea that both men and women should be provided with equal rights, treatment and opportunities as part of their human rights –rights that are inherited to all human beings, regardless of their sex, race, nationality, ethnicity, language, religion, or any other status⁵. Thus, any gender

³ International Labour Organisation, Mission and Impact of the ILO, Accessed on 11/02/19, <https://www.ilo.org/global/about-the-ilo/mission-and-objectives/lang--en/index.htm>

⁴ International Labour Organisation, Gender Equality, Accessed on 11/02/19, <https://www.ilo.org/global/topics/equality-and-discrimination/gender-equality/lang--en/index.htm>

⁵ United Nations, What is Human Rights?, Accessed on 11/02/2019, <https://www.un.org/en/sections/issues-depth/human-rights/>

shall be given equal freedom to participate and to actively contribute in all sectors of life –politics, economic, social and culture –without any prejudices bestow upon them.

However, such idea is easier said than done. In a world where male is seen as the superior gender, it is extremely challenging for women to subdue. Women are constantly treated lower and are given uneven rights. Regardless, numerous progress can be recognised as presently, women are granted with freedom and are more respected equally to men. Feminist activist and movements advocating for the rights of women shall be praised, their persistence and dedication have created new breakthroughs that positively contributes to women's empowerment.

Turkey, a country known for its beautiful cultures and traditions is not immune to its constant battle in achieving gender equality. Continuous effort by the government and Non-Governmental Organisation (NGO) alike in increasing women's participation rate in the labour market is met with unsatisfying outcome. In the economic sector of Turkey, women's employment rate is terribly low among Organisation for Economic Cooperation and Development (OECD) countries. There are diverse factors influencing this condition. Strong influence of patriarchal culture and restricted access to education for women in the Turkish society is some of the factors that contribute to the persisting challenge in achieving gender equality.

In some countries patriarchal mentality continues to diminish over time. However, in Turkey patriarchal mindset have shaped the society in setting gender role expectations on both men and women. Where women are expected to be responsible for housework and childcare while men are expected to become the

breadwinner of the family. Women and men should be given the freedom to choose what they want to do with their respective lives, and patriarchal mentality should not be a deciding factor in controlling their future.

Nowadays, more women are entering the workforce and equal opportunities and treatment in the workforce is becoming more important than ever. The size and quality of human capital in countries is one of the key driving forces behind economic and social development.⁶ As women represent half of the world population, more engagement of women in the workforce can improve the social status of women and increase their share in development and growth.⁷ Therefore, it is important that ILO initiates a project that would benefit and assist Turkey in achieving gender equality.

1.2 Problem Identification

There are numerous challenges that continue to restrain Turkey from achieving gender equality. Turkey's current population is estimated at around 82.96 million, in which the male population is approximately 49.1% and the female population is 50.9% out of the total population.⁸ The urgency of administering equal rights and opportunities in the workforce, especially for women is crucial. Like most countries in South-East Asia, Turkey is heavily influenced by the patriarchal mentality that undermines the value of women and their capabilities in the workforce.

⁶ *Ibid.*

⁷ *Ibid.*

⁸ World Population Review, Turkey Population 2019, Last Modified 25th September 2018, Accessed on 12/02/2019, <http://worldpopulationreview.com/countries/turkey-population/>

Gender stereotyping and gender role expectations from the society are results of deeply ingrained attitudes, values, norms as well as prejudice against women that stems from patriarchal mentality; it contributes to the continuous discrimination against women in the labour market of Turkey. The key solution of increasing the participation of women in the economic and social life rely on gender equality – where all human beings are free to develop their personal abilities and make choices without being restricted by stereotypes of clichés imposed.⁹ Women’s position in society is heavily determined by their tradition, religion and customs and has affected their opportunities in being hired, paid, and promoted in the working environment in Turkey.

Nevertheless, significant progress can be seen as patriarchy mentality starts to diminish over time around the world. More women are entering the workforce and some of them have also started their own businesses. Turkish society perceives that women are dependent on men and the breadwinners of the family are supposed to be men. Which creates the impression that men should be paid more and because women’s wage is a supplement to the men’s income. Unfortunately, despite positive improvement on women’s participation in the labour sector in some parts of the world, challenges remain in Turkey as women fall behind in recruitment compared to men and job opportunities for women remains low.

In Turkey, the labour force participation rate was 71.3% for males and 30.3% for females in 2014,¹⁰ which explains why Turkey has the lowest female

⁹ Deniz, Kagnicioglu, The Role of Women in Working Life in Turkey, *Sustainable Development and Planning IX*, WIT Transactions on Ecology and The Environment, Vol 226 (2017), p. 349

¹⁰ *Ibid.*

participation rate among other OECD countries. There are numerous factors that are affecting this condition in Turkey including –education, urbanisation, work and life balance. Among other countries, Turkish women spend longer time doing domestic work while men spend little time in them. Domestic work –work that constitutes of cleaning the house, cooking, washing and ironing clothes, taking care of children, or elderly or sick members of a family, gardening, guarding the house, driving for the family, and even taking care of household pets –itself is one of contributors that hinders women to fully contribute themselves in the labour market in Turkey. Work and life balance of women in Turkey is one of the most concerning factors that affect women’s participation rate in the workforce. According to GALLUP reports, women in Turkey find it relatively hard to participate in the working industry as stigma on how women should stay and be responsible with house duties is still strong. Even the educated women find it hard to work outside the house.

Despite recent legislative changes in order to promote gender equality by the government in Turkey, such efforts are insufficient and did not produce a satisfactory result in increasing women’s participation in the labour market in the country. The labour market in Turkey has a long way to go in terms of gender equality. Given that the very low rate of participation among women is high, and despite the upward trend of recent years and also the high rate of unemployment women are faced with in Turkey. Under this condition, it is therefore crucial that a conscious effort is made to conduct activities that will ensure that women benefit

much more from services that are provided by local agencies or internationally recognised IGO.

In order to strengthen and increase women's participation in the labour market in Turkey, the involvement of an internationally recognised IGO such as ILO that specifically works in providing decent work for women and men in the labour sector is therefore important. According to ILO, women's employment in Turkey has its social, cultural, economic, and political connotations which are incapable to be decomposed easily and a solution requires a consistent policies and programmes that address economic, political, social and cultural factors all together.¹¹ As an effort to tackle and address the challenges that restrain Turkey from achieving gender equality, the ILO office of Turkey is collaborating with the Turkish Employment Agency (ISKUR) in developing a project called the *More and Better Jobs for Women* project. The project aims at developing a national policy to promote women's employment, creating decent work opportunities for women through active labour market policies and building awareness on gender equality and labour standards.¹²

The research is worth researching as it highlights the effectiveness of the *More and Better Jobs for Women* project initiated by ILO in achieving gender equality in Turkey. Achieving gender equality in Turkey will contribute positively in improving the country's economic stability by utilising their human potential through increasing women's participation in the labour market. The results of this

¹¹ International Labour Organisation, *More and Better Jobs for Women: Women's Empowerment through Decent Work in Turkey*, Accessed on 16/02/2019, https://www.ilo.org/ankara/projects/WCMS_373434/lang--en/index.htm

¹² *Ibid.*

project would change the current trends of the female participation in Turkey's workforce. In which, women are still restricted from actively participating in the labour market and the freedom to decide what they want to do to create a better life for themselves and their family. Such changes will require a long and strict process to take, nevertheless measuring the effectiveness of *the More and Better Jobs for Women* project by ILO will positively contribute in improving and changing women's role in the society and labour sector in Turkey for the better. It is important to emphasise that both men and women should be given the same opportunities and rights to do what is best for their life, despite the sex they were born with.

1.2.1 Research Focus

The *More and Better Jobs for Women* project takes place in Turkey. The project is a six-year long plan, this research focuses on the starting year of the project since 2013 til the end of 2018. In-depth research is carried based on the outcomes and progress of the *More and Better Jobs for Women* project along the time period set by ILO.

1.2.2 Research Question

Based on the description of the problem that the writer has described, the research question that the writer specifies for this study is **“How effective is *the More and Better Jobs for Women* project conducted by ILO in achieving gender equality in Turkey?”**

1.3 Purpose of the Research

The research aims to analyse the effectiveness of *the More and Better Jobs for Women* project initiated by ILO and relevant key partners in achieving gender equality in Turkey.

1.3.1 Practical Use of the Research

This research aims to become a reference to its readers in understanding whether the *More and Better Jobs for Women* project is effective in achieving gender equality in Turkey. Highlighting that gender equality is crucial in settling sensitive gender issues including gender discrimination, gender violence, and etc. in the workforce.

1.4 Literature Review

Equality between women and men is one of the major priority areas for policy development throughout the world.¹³ “*The Participation of Women in Economic, Professional and Social Life in Turkey*” article journal discusses the on-growing development of women’s participation in economic, political and social life in Turkey. However, there are still insufficiency in empowering more women in these sectors. Whether we like it or not, women face far more challenges in economic and social life around the world compared to men.

¹³ Yesim, Sevig, *The Participation of Women in Economic, Professional and Social Life in Turkey, Women Entrepreneurs Association of Turkey* Vol. 22 (2015): 129-135, p. 129

Turkey is one of the countries with the lowest women participation in the labour market among other developing countries, even lower among the OECD countries. Despite an improvement by 1.1% in women's employment, the low number of female unemployment rate continues to increase in Turkey. The Turkish government plans to boost the nation's economy and have initiated a goal that will help increase employment rate for women by 35% until the end of 2023.

This article journal informs the reader on the government's role and Sevig's recommendations on ways to improve the participation rate of women in the labour market in Turkey. Sevig emphasises that in becoming one among the top ten world economies by 2025, Turkey needs to mobilise all its human potential; including closing the inequality gap between men and women in the employment sector.

Despite efforts on gender equality over the last ten years, inequality still remains a challenge. According to Deniz in his article journal on "*The Role of Women in Working Life in Turkey*" there are numerous reasons in explaining women's low participation rate in the workforce, some of them includes historical reason and social norms. Women's labour force participation is a complex issue as it ensues from a combination of economic, cultural, and social factors.¹⁴

There are four-factors that affect women's participation in the labour market in Turkey; education, marital status, urbanisation, perceptions on work and life balance. Education is considered one of the most important factors that affects women directly in participating in the workforce. According to the Turkish Statistical Institute Women in Statistics 2014, women with an education

¹⁴ *Op.Cit*, Deniz, Kagnicioglu, The Role of Women's Working Life in Turkey, p. 349

background will positively contribute in increasing women's participation rate in the labour force. However, women are still restricted in accessing higher education in Turkey. Another factor that influence this trend that women in Turkey are experiencing is rooted back to its patriarchal culture. Among its society, Turkey is still heavily shaped by the patriarchal values and changing this mentality requires time. Traditional view on gender role expectations in Turkey has contributed to the segmentation of the labour market, where achieving gender equality will be a continuous challenge to the country.

The average female labour force participation rate in both the European Union (EU) and OECD countries over the last three decades, have shown slight improvement although, Turkey did not experience such improvement. Despite a decrease in 2004, Turkey experienced an increase later in 2016 but a downward trend continues to develop. Women who constitute half of the human capital of Turkey, are considered one of the most underutilised and undervalued resources¹⁵ in Hacer's "*What are the Trends in Women's Labour Force Participation in Turkey?*" article journal.

All of the three article journals have emphasised that boosting economic growth by utilising women will reduce problems of poverty and inequality in Turkey. Hacer views that education is one of the most important key solution as it provides higher chances for women to participate more in the labour force. Hacer pointed out that a mother who is educated will most likely provide a better future and

¹⁵ Hacer, Simay, Karaalp Orha, What are the Trends in Women's Labour Force Participation in Turkey, *European Journal of Sustainable Development* Vol. 6 Issue. 03 (2017): 303-312, p. 303.

increase more opportunities for her children; which then will increase women's participation in the labour market. Hacer highlights that there are several reasons that contribute to the low number of female participations in Turkey's workforce; which is socio-economic and cultural reasons.

There are minor differences and similarities between three of the article journals discussed. Regardless, what will be discussed on this research specifically highlights the effectiveness of the project initiated by ILO known as the *More and Better Jobs for Women* project that is implemented in Turkey as an effort to increase female participation in the labour market and open opportunities for decent work for women. The three mentioned article journals, strongly believes that education and utilising women as a human capital is a key solution in eliminating gender inequality in the labour market of Turkey.

Nevertheless, this research also believes that education and wiping out patriarchal mentality is important in eradicating gender inequality in Turkey. Adding to that, the writer wishes to explore more on the factors that contributes to the trend of low participation of women in the workforce of Turkey and analysing whether the *More and Better Jobs for Women* project by ILO can be considered as an effective project. With the differences and similarities in sight, this research will complete previous researches on this topic and will provide new findings that can be used to the advantage of future research.

1.5 Theoretical Framework

The theoretical framework is the structure that can hold or support a theory of a research study, it introduces and describes the theory that explains why the research problem under the study exists.¹⁶

The research revolves around the International Labour Organization (ILO) who is considered the primary actor in this research, the first concept that is relevant is the concept of intergovernmental organization (IGO). Intergovernmental organization (IGO) refers to an entity created by a treaty, involving two or more nations, to work in good faith, on issues of common interest.¹⁷ Without a treaty an IGO will cease to exist in the legal sense. The emergence of organizations such as the United Nations, intergovernmental organizations such as ILO have become an essential actor in the international realm. Many IGOs, have the ability to make rules and exercise power within their member countries¹⁸, they continue to influence and create a global impact through time.

According to “*International Organizations: The Politics and Processes of Global Governance*” by Margaret P. Karns, Karen A. Mingst, and Kendall W. Stiles, IGO are not only designed to achieve a single purpose such as the Organization of Petroleum Exporting Countries (OPEC)¹⁹. However, others are developed for a more multiple tasks such as the United Nations. Other IGOs are

¹⁶ Richard, Swanson, *Theory Building in Applied Disciplines*, Berett-Koehler Publishers, (San Fransisco, CA: 2013), p. 15

¹⁷ *Intergovernmental Organizations (IGOs)*, Harvard Law School, Accessed on 12/03/2019, <https://hls.harvard.edu/dept/opia/what-is-public-interest-law/public-service-practice-settings/public-international-law/intergovernmental-organizations-igos/> (Karns 1949)

¹⁸ *Ibid.*

¹⁹ Margaret P. Karns, Karen A. Mingst, Kendall W. Stiles, *International Organizations: The Politics and Processes of Global Governance*, Third Edition, 2015, ISBN: 978-1-62637-151-4 pb, (Grand Canyon University: 1949), p. 12

more regional and sub-regional, with a common interest to motivate states to cooperate on issues that affects them directly.

ILO is considered to be a specialized type under IGO, which focuses more on the labour/economic sector. The concept of IGO is therefore important to be used for this research, in understanding how ILO as an IGO is able to help and provide a soluble solution for Turkey who is continuously challenged in achieving gender equality, when this issue affects Turkey directly. Especially, it is affecting the women population who makes a bigger part of the country's population. Which makes ILO a vital organization in this research.

International relations scholars have long viewed IGOs primarily as agents of their member states and focused on their structural attributes, decision-making processes, and programs.²⁰ Therefore IGOs have the ability to act accordingly. Yet, increasingly, IGOs have also been seen as actors in their own right, because their secretariat members play key but often invisible roles in persuading states to act, coordinating the efforts of different groups, providing the diplomatic skills to secure agreements, and ensuring the effectiveness of programs.²¹ IGO are not only tools for state, but they are purposive actors that have the ability and power to influence world events.

The second concept that will be used by the writer in this research is liberal feminism. International relations feminists focus on basic inequalities between men and women and the consequences of such inequalities for world politics.²² The

²⁰ *Ibid*, p.13

²¹ *Ibid*.

²² Robert, Jackson and Georg Sørensen, *Introduction to International Relations Theories and Approaches*: Fifth Edition, (Oxford, 2013), p. 241

existence of feminism as one of the many issues in international relations studies started in the early 1980s and throughout its development, feminism is divided into three waves.²³ The first wave focuses on women's liberation; the second wave focuses on the contribution of women; the third wave is the evolution of feminism that adopts the basic perspective and values of post-modernism.

The second wave of feminism focuses on the contribution of women, such as their contribution in building their careers and also focuses on the reproduction rights of women.²⁴ The second wave is interrelated with the role and contribution of women specifically in the politics realm. Which highlights the second wave as the time where the development of issues of international relations and the international politics where gender now becomes one of the main issues discussed in international relations realm.²⁵

The writer believes that liberal feminism from the second wave that concentrates on women's contribution is relatable and is capable to underline this research. Despite the second wave is known to put more emphasis on the politics contribution, economic contribution plays a significant role in feminism as well. Liberal feminism is used to show how important it is to provide complete sets of rights and responsibilities for women to realize their self-worth, especially in terms of their contribution to the workforce without any differences and prejudice with the male population. This is done in order for women to be more empowered.

²³ Thomas, Diez, Ingvild Bode and Aleksandra Fernandes Da Costa Key Concepts in International Relations, *SAGE Publications Ltd* (2011): p. 52.

²⁴ Adrienne, Trier-Bieniek, Feminist Theory and Pop Culture, *Teaching Gender Series Volume 05 United States of America* (2015), p. 24

²⁵ Thomas Diez, Ingvild Bode and Aleksandra Fernandes Da Costa, *Key Concepts in International Relations, Op.Cit.*

Liberal feminism rejects the existence of women's subordination, and the idea that women's status is lower to that of a man.

Liberal feminism argues that there should be equal opportunities for women in education, work, and politics. J.S Mill and Harriet Taylor Mill argues that there should be equal opportunities in economic and civil rights for both men and women.²⁶ Liberal feminism believes that both men and women are human beings that are rational, which signify that men and women should not be differentiated based on their skills, qualifications and freedom. The variables which correlates with the incompetency or unfitness is mainly caused by the character, ability and the nature of the individuals themselves. Thus, it does not correlate with the individual's sexes.

Liberal feminism underlines the urgency for women to be offered equal rights and opportunities similar to that that are given to men. This will increase women empowerment as liberal feminism rejects the idea of women's subordination. Thus, the writer believes that liberal feminism is applicable and appropriate to be utilised for this research.

The concept that the writer utilises for this research is the concept of Project Effectiveness. In order to analyse the effectiveness of the *More and Better Jobs for Women* project of ILO, the writer uses the '*Evaluating Performance Measurement Systems in Non-profit Agencies: The Program Accountability Quality Scale (PAQS)*' which consists of suitable elements that is applicable to be used for this research.

²⁶ Mariana, Szapuová, "Mill's Liberal Feminism: Its Legacy and Current Criticism," *Prolegomena* Vol. 5 No. 2 (2006): 179-191, p. 188

PAQS is useful in identifying agency needs for technical assistance, in assessing progress in the development of performance measurement systems, and in giving efficient and consistent feedback to agency directors and program managers.²⁷ The PAQS indicator consists of seven sub-scales including:

Table 1.1 – The Program Accountability Quality Scale (PAQS)

PAQS Indicators	Description
Resources	Program ingredients
Activities	Methods used to accomplish program goals
Outputs	Units produced by a program
Outcomes	Short and immediate indicators of progress toward goals
Goals	Long-term desired program effects
Indicators	Specific and observable terms to measure whether a program has achieved an intended outcome
Evaluation Plan	A systematic method to generate reliable and valid data to measure progress toward outcomes

Source: Created by the American Journal of Evaluation

²⁷ Dennis L. Poole, Joan Nelson, Sharon Carnahan, Nancy G. Chepenik and Christine Tubiak, Evaluating Performance Measurement Systems in Non-profit Agencies: The Program Accountability Quality Scale (PAQS), *American Journal of Evaluation* Vol. 21 Issue. 01 (2000): 15-26, p. 24.

However, this research will only focus on three elements under the PAQS indicator which include the activities, outputs, and outcomes elements in order to analyse the effectiveness of the *More and Better Jobs for Women* project of ILO in achieving gender equality in Turkey. The other four indicators of the Program Accountability Quality Scale will not be entertained. Previous research with the same topic have utilised the three elements of activities, outputs and outcomes elements of the PAQS indicator in determining the effectiveness of a different project or programme but similar with the *More and Better Jobs for Women* project. The writer believes that the three elements is deemed sufficient in analysing the effectiveness of the project, therefore the writer will also implement the three elements in determining whether the *More and Better Jobs for Women* project in Turkey is deemed effective or ineffective.

Table 1.2 – Elements Used in Determining the Effectiveness of *the More and Better Jobs for Women* project by ILO

PAQS Indicators	Description
Activities	Analysis will be carried out in determining the suitability of the methods used by the <i>More and Better Jobs for Women</i> project.
Outputs	Analysis will be carried out in determining the suitability of the activities devised under the <i>More and Better Jobs for Women</i> project and the number of female participants present in the activities conducted.
Outcomes	Analysis will be carried out by viewing the improvement in the ability of the project participants before and after the implementation of the project. This will be done through analysing women’s participation rate in the working sector of Turkey before and after the project was implemented.

Source: Created by the writer

1.6 Research Methods

The research method used by the writer will be the qualitative research method. Qualitative methods usually refer to the collection of data and analysis strategies that uses non-numeric data. Qualitative research method assumes that in studying and addressing a social or human problem, interpretative or theoretical frameworks could be used.²⁸ The qualitative method further recognises the assumption that reality is a result of social construction by the people in that reality.²⁹

²⁸ John W. Cresswell, *Qualitative Inquiry and Research Design* (United States of America: SAGE Publications, 2013), p. 31

²⁹ *Ibid*, p. 125

The qualitative research method is used for the purpose in answering the research question, which was previously mentioned, which is to determine whether the *More and Better Jobs for Women* project of ILO is effective in achieving gender equality in Turkey.

1.6.1 Data Collection's Technique

The research data collection technique is heavily carried out through gathering of data from document studies, ILO official reports and journal sources. The writer utilises official reports published yearly by ILO and the "*More and Better Jobs for Women: Women's Empowerment through Decent Work in Turkey (Final Evaluation Summary)*." The writer also obtains information through relevant article journals on the study, media report, articles and official reports by secondary sources that are applicable and suitable for the research. Secondary sources will create an unbiased analysis on the research.

1.7 Thesis Structure

The research structure of this research will be divided into four main chapters, which includes:

1. **Chapter One** or known as the introduction to the research at hand that consists of the research background, problem identification, research question, purpose of the research and the practical use of the research, literature review, theoretical framework, research methods, thesis structure and the timeline of the research.
2. **Chapter Two** introduces the profile of ILO and the *More and Better Jobs for Women* project. This chapter explores on ILO's background information, vision and mission, the organisational structure, and working area. It dives more into the *More and Better Jobs for Women* project. Here the writer explains the purpose and component, problems that women are faced with in the labour market in Turkey and the programmed activities designed under the project.
3. **Chapter Three** focuses heavily on analysing the effectiveness of the *More and Better Jobs for Women* project conducted by ILO in achieving gender equality in Turkey through the activities-outputs-outcomes elements under the PAQS indicator and through the lens of liberal feminism.
4. **Chapter Four** consists of the conclusion of the whole research.