

EMPOWERING YOUNG WOMEN NOT IN EDUCATION OR EMPLOYMENT (NEET)

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POWER PROGRAM



AIM: Empowering young women to participate in multi-level decision making mechanisms by improving their advanced literacy skills and raising their awareness on gender equality

8 Weeks
Twice a week
3 Hours

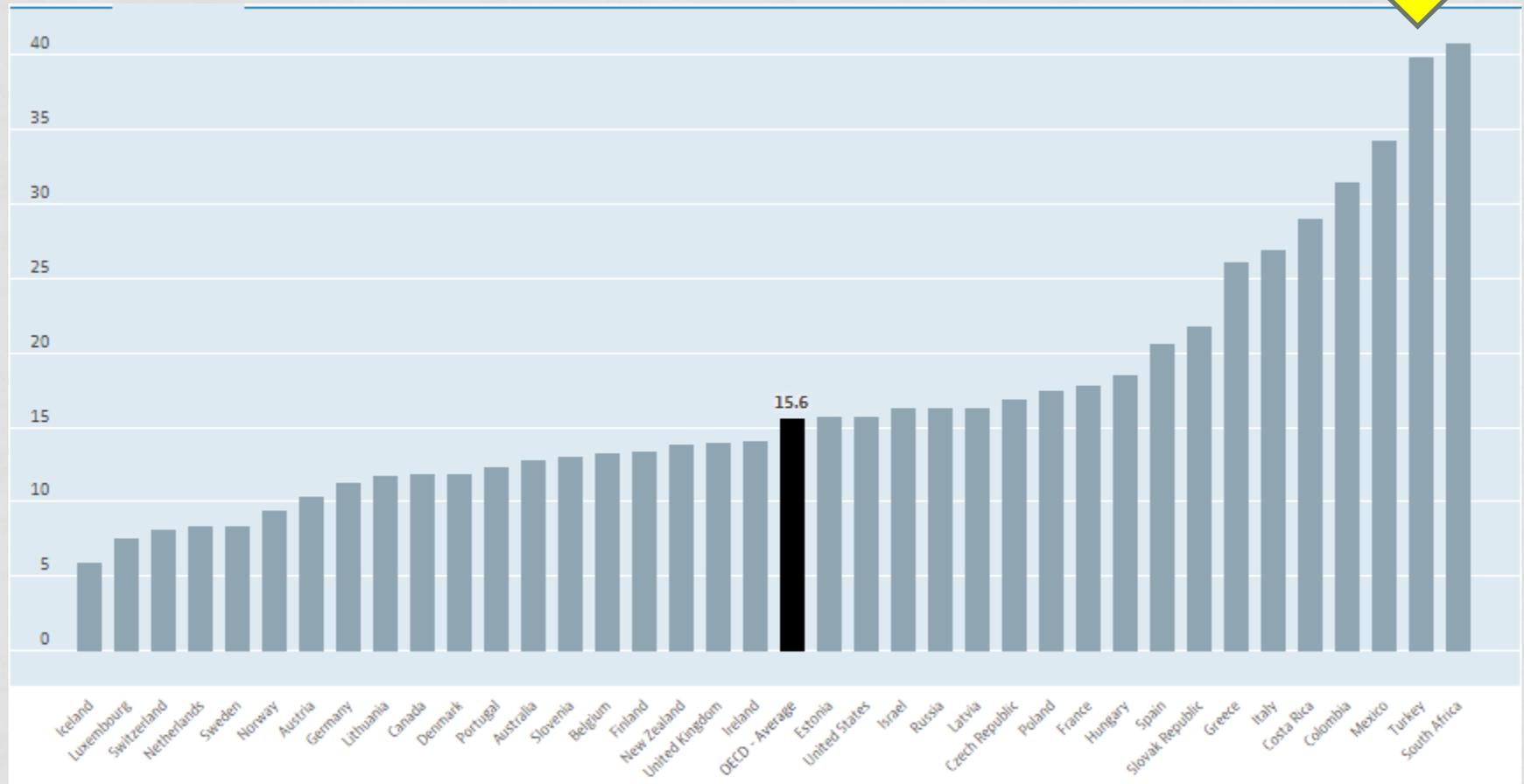


Young women:

- aged between 18 and 35
- neither in employment nor in education or training (NEET)
- completed 8th grade at most

YOUTH NOT IN EMPLOYMENT, EDUCATION OR TRAINING (NEET)

15-29 YEAR-OLD WOMEN, % IN SAME AGE GROUP, 2017



* <https://data.oecd.org/youthinac/youth-not-in-employment-education-or-training-neet.htm>

LITERACY SKILLS

Literacy Skills

- Reading Comprehension
- Critical Reading
- Access to Information
- Creative Thinking
- Developing Reading Habits
- Reasoning Skills
- Written Expression

Maths

- Making a budget
- Making a time plan
- Problem solving
- Understanding tables, graphs
- Calculations

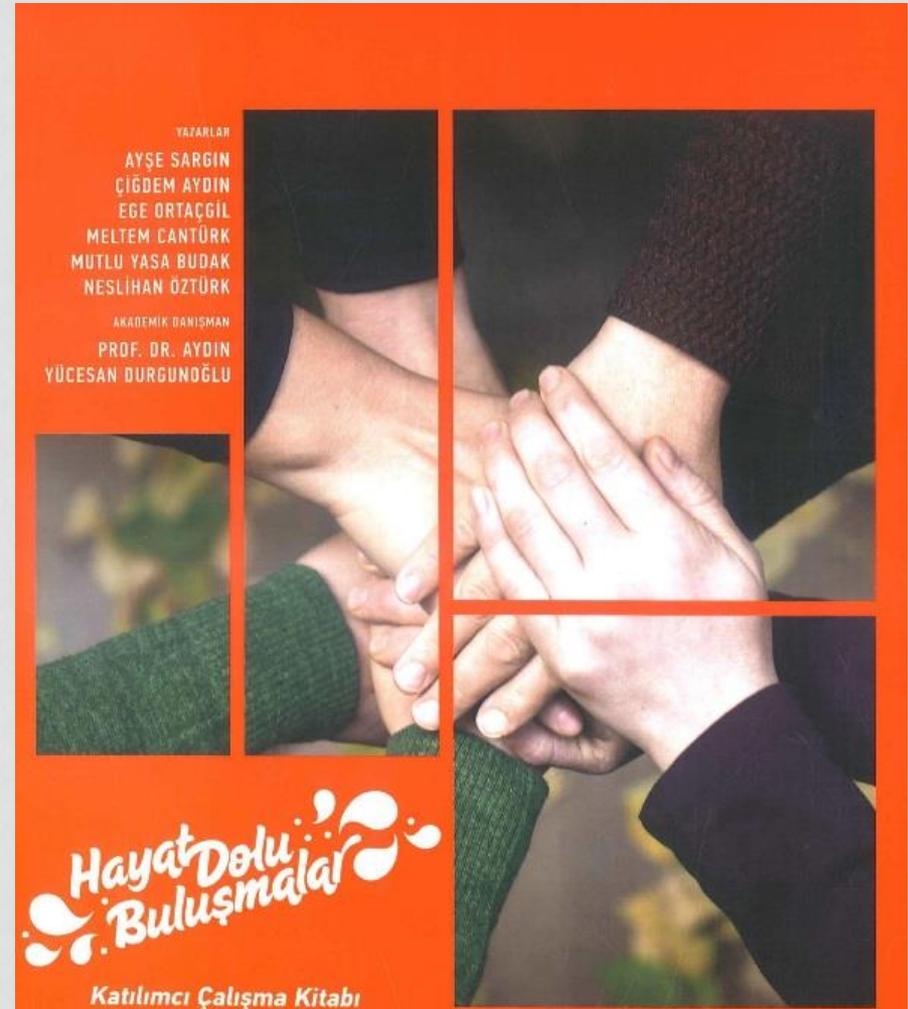
Life Skills

- Using the internet to get information
- Applying to Schools and Workplaces
- Building Solidarity with Peers
- Knowing and Exercising own Rights
- Participation in the Decision-Making Processes at home and in the community

PROGRAM TOPICS

(BASED ON NEEDS ASSESSMENT)

- Self-Development
- Effective Communication
- Lifelong Learning
- Respect for Diversity
- Child Protection
- Gender Equality
- Human Rights
- Women's Health
- Technology
- Invisible Labour
- Workers' Rights
- Social Participation
- Domestic Violence
- Community Connections
- Voter Rights
- Environment



PROGRAM METHODS

IMPLEMENTATION

- Volunteer Trainers
- Training of Trainers and Support Meetings

APPROACH

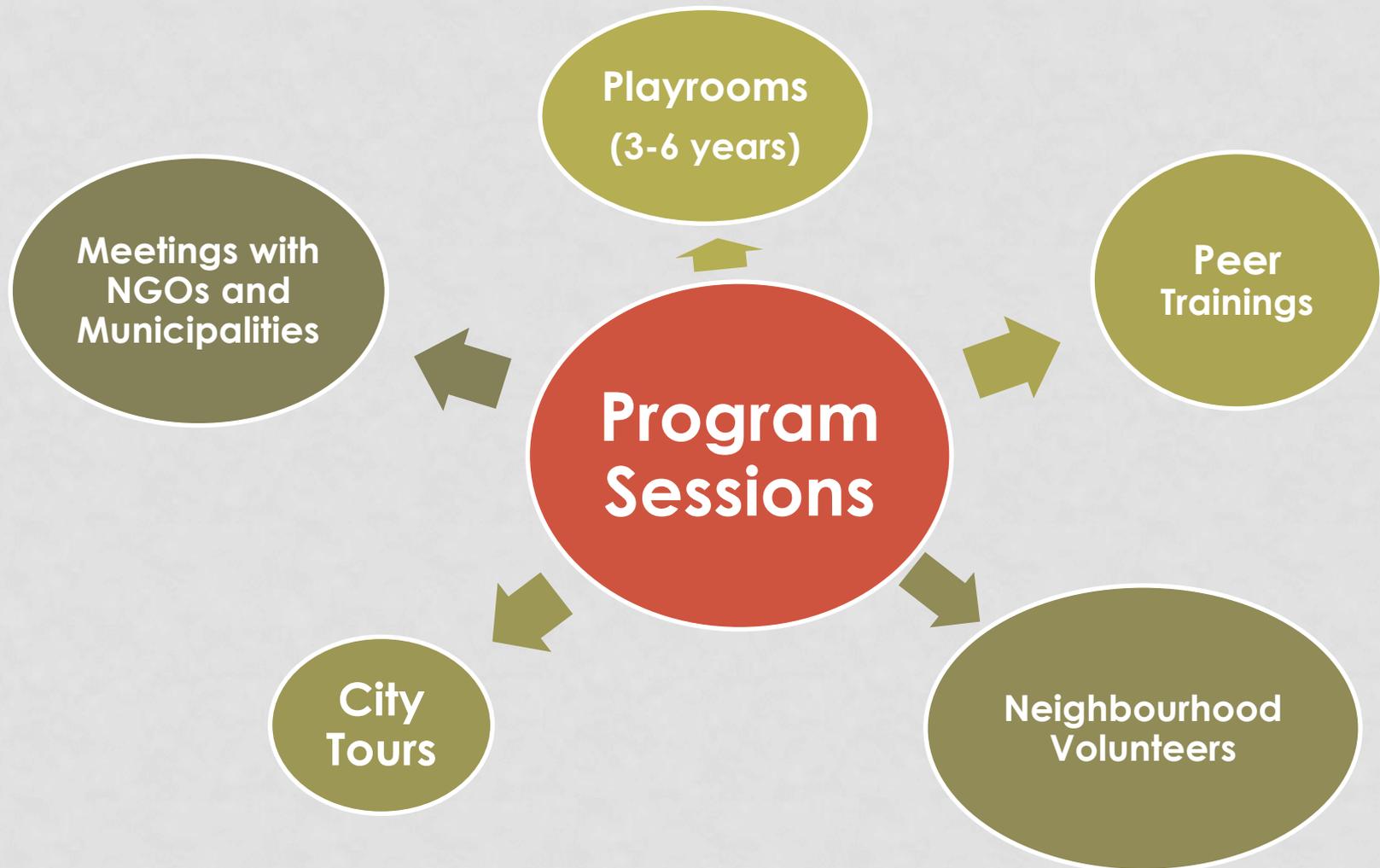
- Interactive, Participatory, Active Learning
- Egalitarian

TOOLS

- Reading, Writing, Drawing
- Role Plays
- Short Movies
- Group and Individual Tasks



OTHER COMPONENTS OF THE PROGRAM



RESULTS

- The program is implemented in 3 cities (Istanbul, Bursa, Izmir) between 2016 and 2019.
- POWER Program
 - 1.845 young women completed the POWER program
 - 128 Playroom – 883 children
 - 1.077 women were reached through Peer Training
 - 146 city tours, 1.296 young women, 697 children
- Training of Trainers
 - 11 POWER ToT, 262 Volunteer Trainers
 - 9 Playroom ToT, 190 Volunteer Trainers



MONITORING AND EVALUATION TOOLS

- Pre- and post-tests for advanced literacy skills
- Pre- and post-tests for gender equality perspective and participation in multi-level decision making mechanisms
- 19 in-depth interviews with participants and 4 focus group interviews with volunteer trainers
- Observation visits by field coordinators
- Feedback from volunteer trainers at regular support meeting

PARTICIPANTS' PROFILE

Average age: **31,51**

92% is married with an average of **2 children**

Monthly household income of **87%** of participants is **less than 3.000TL** (app. 471 Euros)

60% of participants hadn't participated in any training

56% had a working experience earlier



IMPACT OF THE PROGRAM



Foundation: ADVANCED LITERACY AND NUMERACY SKILLS

IMPACT OF THE PROGRAM - I

- **Self-Confidence**

- Increased capabilities
- Increased perceived social support
- Establishment of solidarity

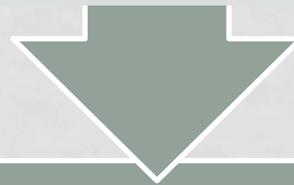
“I became a well-equipped person. Now, I gained self-confidence. I was stuck in housework. By increasing my self-confidence and awareness, I became a part of women’s solidarity and thrust myself forward.” (Program Participant, Bursa)

IMPACT OF THE PROGRAM - I

- **Self-Confidence**

% of young women who report a **positive perspective on their ability** to participate in decision making

Demanding services like nursery and elderly care
Discussing the problems of the neighborhood with the surrounding
Stating the opinion even if not asked
Verbally expressing the self



	Pre-Test	Post-Test	Change
Cumulative	57%	75%	30%

IMPACT OF THE PROGRAM - II

- **Knowledge and Perspective**

- Learning about women's rights
- Having a gender equality perspective

Statements	Pre	Post	Change
It is better to have a male community head.	36,80%	70,20%	90,70%
Men are more successful than women in politics.	55,80%	76,10%	36,50%
There are enough women in the parliament.	55,70%	77,50%	39,10%

- Being aware of societal resources
- Knowing where to apply in case of violation of rights

“What is better is I learnt my rights and understood that we have good rights. After learning these rights, I have started to thrust myself forward to the situations that I remained silent previously. I mean, for the situations that I underrated, I have started to say “I cannot overlook this!”. Learning certain things change you.”
(Program Participant, Istanbul)

IMPACT OF THE PROGRAM - III

- **Action**

- Participating in the decision-making processes at different levels in their lives
- Continuing to Education and Trainings
- Income Generating Activities

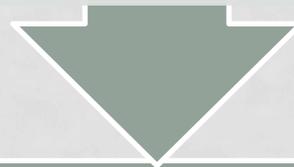
«Now I can go to a bank by myself and use transportation. I can compromise and make an empathy with people that I don't know. I erased my prejudices.» (Program Participant, Istanbul)

«Speaking, making sentences and words, expressing was very difficult. Now, we can speak and speak meaningfully; the other person understands you, too. Then our mouth is full of words!» (Program Participant, Istanbul)

IMPACT OF THE PROGRAM - III

% of young women who participate in local decision making processes

I discussed the problem of the neighborhood with the community head
I applied to municipality for the problem in the neighborhood
I applied to Beyaz Masa (Online service of Metropolitan Municipality that receives demands and complaints)



	Pre-Test	Post-Test	Change
Cumulative	12,4%	16,7%	34,6%

LESSONS LEARNT

- We realized the current situation and problems of young women in participating in the decision mechanisms at all levels. In order to improve the conditions, there is a need of approaching the support mechanisms holistically.
- Providing a training program for NEET women under 30 is needed since they have very limited ways to participate in life and there are no programs to reach and empower them.
- There is a strong relation between advanced literacy skills and women's empowerment.
- We improved our field structure throughout the project including field coordinators, volunteer trainers and neighborhood volunteers.

NEXT

- In order to broaden the reach of the program, we aim to work more closely with our stakeholders and transfer POWER Program to municipalities and NGOs.
- We will conduct a follow-up study to analyze the conditions that make empowerment sustainable rather than perilous.
- We are adopting the program for young women working in the textile sector in April 2019.

BIBLIOGRAPHY

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SO MANY THINGS
TO LEARN IN LIFE!

Thank you!

http://hayatdolubulusmalar.acev.org/index_en.php