



Project of 'Let Women Hands Touch, Let the Country Be Fruitful' Contributions to Women's Socialization and Employment In Erzincan Province

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Received 04 February, 2016; Accepted 16 February, 2016 © The author(s) 2015. Published with open access at www.questjournals.org

ABSTRACT:- *In this study investigated, by supported European Union Promoting Women's Employment programme project of 'Let Women Hands Touch Let the Country Be Fruitful' effects that provides for women social life and workforce areas in Erzincan province. In the study, women empowerment was investigated the relationship between individual-level attributes to women project and attitudes to a social life in society. Despite the government's policy to increase women's employment in Turkey, women's employment was lower than in many European countries. The Turkish government support is very important for the employment of women in the employment policies of recent years. The project aims to promote vocational, professional, communication and entrepreneurship training and employment opportunities for women in Erzincan. 50 women were educated about hairdressing and patchwork of vocational field profession, communication, occupational health and safety guidance. We observed that EU grand projects supported to women individual-level attributes, such as employment status, marital status in social and sector areas role attitudes in the Turkey. This project study was contributed to broader dialogue about the dynamic relationship between social structure, employment status in social and sector areas.*

Keywords:- *Funds, Regional Development, Employment, Social life*

I. INTRODUCTION

Turkey first attempted to join the European Economic Community in 1959; however, the Cyprus issue and the 1980 military intervention problems prevented Turkey from becoming a member. By Turkey since 1980 has been the ongoing attempt to gain European Union (EU) membership. Although, Turkey applied for full membership to the EU in 1987, the application process has continued since with ups and downs. In 1996, Turkey and the EU established a customs pact and finally, in 17 December 2004, the EU agreed to start membership talks with Turkey; and talks officially have been ongoing since 4 October 2005. European Union has begun to pay importance towards policies for reducing disparities between regions particularly with enlargement process. European Union Commission in data from the December 2007, The Human Resources Development Operational Programme (HRD OP indicate significant differences in The Council Regulation No. 1085/2006 constitutes the legal basis of Instrument for Pre-Accession Assistance (IPA) for Turkey as well as other candidate and potential candidate countries. It also started to initiate aid its candidate and potential candidate countries, within the framework of regional development policies with Pre-Accession Financial Assistance Programme for the 2007-2013 period. For this purpose, the EU has started to implement Regional Development Programmes for Turkey since 2003. In this context, 5 Development Programs and 2 Cross-Border Cooperation Programs covering 10 least developed regions within the NUTS 2 Regions which benefited from Pre-Accession Assistance Funds were initiated in Turkey. These programs are the Eastern Anatolia Development Program; TR82, TR83, TRA1 NUTS 2 Regional Development Programs; TRA2, TR72, TR52, TRB1 NUTS 2 Regional Development Programs; TR 90 NUTS 2 Regional Development Programs; the Turkey-Greece Cross-Border Cooperation Program and Turkey-Bulgaria Cross-Border Cooperation Program. In this respect, Human Resources Development is one of the components of IPA. The main objective of the IPA is to help the beneficiary countries to face the challenges of European integration and to implement the reforms needed to fulfill the Copenhagen criteria for EU membership. The Human Resources Development Operational Programme (HRD OP), which was adopted by European Commission, sets out the programming basis for

receiving assistance from IPA funds in human resources development. The overall objective of HRD OP is “to support the transition to a knowledge-based economy capable of sustainable economic growth with more and better jobs and greater social cohesion”. The HRD OP has four priority axes; namely employment, education, adaptability by promoting lifelong learning and social inclusion. In the framework of the EU’s Instrument for Pre-accession (IPA), the Grant Scheme for Promoting Women Employment forms part of the Human Resource Development Operational Programme (HRD OP). In the framework of the EU’s Instrument for Pre-accession (IPA), the Grant Scheme for Promoting Women Employment forms part of the Human Resource Development Operational Programme (HRD OP-OP). As the government, the importance they attach to empowerment of socio-economic position of women, increasing their participation in working life, prevention of discrimination in workplaces and provision of equality of opportunity. It said that mentality started to change, and there exists a need for deconstructing patriarchal structure, and reconciliation of family and professional life. Expressing that they support “strong woman” within the family, and they were making endeavours to this end. The regional development funds that facilitate the promotion of regional economic welfare are one of the financial instruments of this programme. Compared to other the candidate states, Turkey is worth analyzing in the sense that it is geographically and population wise the largest along with wide economic and social dispersion among the regions. The individual level is vital in less privileged regions and at the very same time very motivated for EU projects. Especially gender issues become a motivation for to women participate in EU projects (CFCU(PWE), 2007; the EU(Promoting Women’s Employment, 2008; Kaya, 2008; Kuyucu and Tektaş 2008).

II. SOCIAL LIFE AND WORKFORCE AREAS WOMEN IN THE TURKEY.

Unemployment rate was 9.8% in 2011 and 9.2% in 2012 and employment rate was 45.0% in 2011 and 45.4% in 2012 in Turkey. Overall labour force participation rate, which is an important indicator of the labour force was estimated as 49.9% in 2011 and 50.0% in 2012 according to the annual results of household labour force survey in Turkey. Women labor force participation in the Turkish labour market is characterised by a particularly low level of employment in the labour force. According to data from the European Union, female employment rate is 58.5%, 62% in the United States and Japan were realized as 60.3%. The world's most advanced three hosts in the three countries and is a member of our country Economic Cooperation and Development(OECD), the proportion of women in the workforce in the country, was realized as 64.9% according to 2010 data. According to data from the year 2012, women's labor force participation ratio of 29.5% and the employment rate stood at 26.3% in Turkey. On the other hand, Women’s participation into the labour market and female employment are the key challenges in the Turkish labour market. The labor force participation rate of women in 2004 was 23.3%, this rate increased to 29.5% in 2012 and these data values show remarkable differences when compared to the EU where women’s employment is 58.6%. Main reasons of this very low rate are the strongly decreasing employment in the agricultural sector joint with a very sharp growth of the working age population, increasing number of working age population and low level of employment creation capacity (particularly in the eastern part of the country). Despite the many activities carried out to combat undeclared employment, unregistered female employment ratio was quite high as 54.2%. The main reasons for inadequate employability of women are; lack of skills and vocational qualifications; traditional gender roles in the society that puts the responsibility of child and elderly care on women and patriarchal family structure in especially the poorer regions of the society. The other reason affecting women employability is the low educational attainment level of women. The disincentive factors for women to participation of labor force have also been the problems faced during working. These factors can mainly be classified as economic and social. Low prices and lack of social security can be indicated as economic factors, while social factors can be summarized as insufficient education, social gender perspective, patriarchal mentality. In addition to above mentioned factors, glass ceilings shall be indicated that prevents women from advancing higher in business world. While the women that are working in agriculture sector without price and social security are considered to be participated to labor force, the women in urban areas that are working as housewives are not included in labor work. The women, members of the migrating families due to applied agricultural strategies from rural to urban areas are being excluded from labor force, since they become housewives when they start to live in urban areas. Within the context of globalization women’s labour force participation and employment rates have grown all over the world where as Turkey differs from most countries with no increase. Compared to the EU, with which Turkey is presently engaged in accession negotiations, country’s female employment rates are particularly lower. This situation is associated with low demand for female labour as well as with socio-cultural factors limiting the supply of female labour in Turkey. No substantial increase in unemployment triggered by growth without employment is closely associated with large numbers of women at economically productive ages remaining out of labour force. Within the framework of socio-cultural factors, that is gender-based division of work and gender roles based on this division, women in Turkey are mainly assigned the task of household chores and childcare. Labour spent in household works goes without remuneration and such works are not attributed much value by society in general. Household responsibilities of women largely prevent women to join

the labour force and seek jobs. Especially in cases where the employment of unqualified women of low educational background is regarded as threat to the dominancy of male household heads as “breadwinners”, women or young girls are not allowed to work out of their homes. It must be added, however, that such factors as limited availability of jobs for women, heavy working conditions and low wages are also factors making employment unattractive for females. The extremely low rate of women’s employment explains much of the difference between the Turkish and EU labour markets. Overall, labour force participation for women in urban areas is lower than in rural areas, pointing to the difficulties many women have in integrating to urban settings. (Kaya, 2008; Önder, 2013; Toksöz, 2007; TBMM, 2013; Turkey Prime Ministry, 2009; IPARD, 2013; <http://ec.europa.eu>,2013).

In order to tackle these issues, this grant aims to improve employability of women by dealing with socio-cultural obstacles which hinder participation to labour market, by promoting their access to employment and by training women in the NUTS II regions in accordance with local needs. In addition, this grant aims to support women entrepreneurship. With a view to ensuring concentration of support and eliminating regional disparities, this grant scheme will be implemented, according to the IPA Human Resources Development Operational Programme (HRD OP) in the 12 NUTS II regions of Turkey whose GDP per capita is below 75% of the national average. Women’s employment is also hindered by cultural and traditional stereotypes prevalent in the country. Hence, drastic action was necessary to enhance the participation rate of women in the labour market. Turkey is one of only a third of men in women's labor force participation rate. Women's labor force participation rate of 19.8% in cities under the average in Turkey, and this value is 32.6% in rural areas. The reason for this is that the rural areas working as unpaid family workers. But with rural-urban migration, which is the unpaid family workers, women, more than ever as a fee to participate in the labor market begins. Participation of women significant fluctuations shows in labor force depending as an age. Taking place 20-24 age range of the most intense, and then gradually decreases. Looking at the differentiation between men and women labor force participation rate, female labor force participation rate is very low, and one of the main reasons for this have been expressed that the lack of education (TBMM, 2013; Turkey Prime Ministry, 2009; IPARD, 2013; <http://ec.europa.eu>,2013). Continuously decreasing as the reasons for the low participation rate of women in the labor force;

- High rate of population growth,
- Restricting the supply of female labor-patriarchal mindset and the effectiveness of structures,
- Working age population annual growth rate of those entering employment, hence the new jobs created in that year is greater than the annual growth rate,
- Agricultural employment and urban migration have tended to decrease,
- High unemployment and job cuts in hope of finding people from seeking work,
- Prolongation of average education in our country,
- Early retirement,
- The presence of the informal and informal-economy,
- Lack of capital accumulation is explained, etc.

III. PROMOTING WOMEN’S EMPLOYMENT PROJECTS IN ERZINCAN

III.1. SIGNIFICANCE OF PROJECT FOR ERZINCAN PROVINCE

Aims of the Grant Scheme for Promoting Women Employment explained “Promote women’s participation to the labour market, and increase female employment, including those formerly employed in agriculture”. The project proposal shall be realized in the province of Erzincan that is in the growth hinterland of TRA1. As our country in general, business employment of women in industry is not at the desired level in Erzincan province. TRA1 Nuts II region, especially in the background in Erzincan province that also decrease the rate of female employment has reached significant proportions and 88% of men in our province at the level of insured workers, while the number of female insured employee is around 12%. Our province level, women's employment are low, this ratio is very different reasons. This causes the first place among the socio-cultural factors, and deficiencies in the sector is lack of trained manpower. The main obstacles in the labor force participation of women stage, low level of education, lack of skills and vocational qualifications, and especially in our region and the patriarchal family structure due to lack of industry can be summarized as reasons. General objectives for the purpose of our project are the realization of these goals: a target audience of women by providing professional knowledge and skills development, contributing to increased employability of the unemployed women. Here's to us all this research and data; Erzincan education levels of women with vocational training and skills development and industry growth by developing the ability to show that employment will increase participation. In promoting women's employment program 3 project was supported in Erzincan. Table 1 show as a EuropeAid/128148/D/ACT/TR-2010 Grant Contracts Awarded Promoting Women’s Employment in Erzincan province.

Beneficiary	Project Action Title	Action period	Grant amount(Euro)
Erzincan Provincial Administration	Let Women Hands Touch Let The Country Be Fruitful	12 Months	205.575
Erzincan Social Assistance and Solidarity Foundation	Second Spring in Erzincan	12 Months	320.521
Erzincan Elderly Living Protection and Development Association	At Home, Elderly, Patient Sick And Child Care Staff Training	12 Months	160.214
Total			686.310

Table 1 Erzincan women projects by PWE programme (EuropeAid/128148/D/ACT/TR, 2009)

III. 2. LET WOMEN HANDS TOUCH, LET THE COUNTRY BE FRUITFUL PROJECT AIMS AND ACTIVITIES

The project aims to promote vocational, professional, communication and entrepreneurship training and employment opportunities for women in Erzincan, enabling them to develop as self-reliant and capable women through a self-sustaining program run for the women. The 50 women remained outside public school education, but offers after training support to girls enrolled in school, girls no longer attending school, or girls never enrolled in school. Target audience is trained in two different professions. The program objectives are to assist women in two professions areas;

- The first group (25 women) training in the field of hairdressing profession.
- The second group (25 women) training in the patchwork of vocational field profession. Patchwork (sewing) workshop makes one of a kind gift items, dolls, quilts, gift baskets, placemats, tablecloths, napkins, pillows for local market.
- Providing literacy-numeration training in groups for women (5 women) who have never been to school.
- Developing entrepreneurial support for women who have been excluded from optional, entrepreneurial development training, training in basic marketing, handmade products sales, management, and administration, hands on work and training in the hairdressing shop and patchwork(sewing) workshops. Participants in the entrepreneurship program were women who haven't excluded from school, or have never been to school and haven't completed classes.

-During two training program periods were given the means to succeed by providing them with a place to study, books and organizes annual distributions of notebooks, pens, paper and other essentials basic school supplies to the women. The entrepreneurship program teaches women a craft or trade, business basics, and provides them with a work space to create high quality products.

The project activities were carried out in Erzincan province. The target audience of our project, the Provincial Directorate of Police Headquarters and Branch Office of the Prosecutor Child Protection Board Branch Office of Probation and identified at-risk victims, 50 women are registered with the Employment Agency the target customer of the project. Under the risk, unskilled and non professional competence 50 women (forty-patch) were educated about pachwork and hairdressing profession. 50 women have gained skills technical and professional essential to the training courses in Erzincan province. In addition, job security, guidance and counseling, training was given and women supported professional and private lives. With regard to the socio-cultural and socio-economic aspects of Erzincan province the above mentioned women who are from the lowest income level are concentrated in the slums which bear many social risks(Security, Social Services, Health Provincia and Education Directorates, 2008). Unfortunately, the ratio of this segment of society is the substantially higher in our province. Due to unemployment and the related economic deprivation the children of these women are also at risk. According to the data obtained by the Employment Agency (İSKUR) 790 divorcees have applied for aid to the Social Services Agency as of January 2009. The reasons for this are the patriarchal point of view of the community and the lack of economic means which have eroded the self-confidence of women. Project activities and research data show that the educational attainment level of women in Erzincan is low and they remain out of employment due to lack of skills and qualifications. By giving vocational training to women educated as a theory and practice about hairdressing and patchwork to enable them to generate income in a short period of time. This training will be provided by two master teachers from the Public Training Center. Before the start of training the course participants will be informed about occupational health and safety.

In order to ease their transportation to the project and increase the training participation rates, they were transported to the training centers from their home by a bus rented. Women gained the right to receive a certificate at the end of training courses. To help them establish their own businesses, the end of training successful trainees for research and analysis at Bursa was organized a technical trip. Moreover, for project sustainability after end of project under the name of "mother-child market" will be organized public events by local government. Rent a shop, they sell produce during the course and thus they will be encouraged to be entrepreneurs. As these activities continue, one guidance counsellor working for the Ministry of National Education shall provide psychological support to all 50 women. In this way to protect the women from psychological supported, at least partially, and instill self-confidence and the spirit of entrepreneurship.

Consequently these women at risk will be able to assume as a qualified mother role for their children who live under the same conditions as their mothers. When the proposed project is completed, 50 women at risk who could not find a job before because of lack of skills shall have a chance of employment. The project will benefit about 250-300 children and family members of our target group of women. In addition to all these activities the course products and talents of women will be demonstrated in exhibition by organized in our city. We will ensure that project draws attention and becomes an example in our region. The target group of our project is 50 women who live in risky urban areas and are out of employment in Erzincan province. The beneficiaries of project; women and children's, their families and look for a skilled labour force employers. The objective is to develop active labour market measures and build capacity for the implementation of these measures with the view of increasing the employability of women that have a low level of educational attainment due to socio-cultural reasons and lack of vocational skills and social security. The project proposal is congruent with the general objective of increasing capacity within the growth centers and their hinterlands in the NUTS II regions to design and implement effective active labor market measures in order to increase women's employability.

The proposed of our project, within the scope of background TRAl zone growth has been carried out in the province of Erzincan, socio-cultural reasons and the reasons for the lack of vocational training in order to increase the employability of women with very low levels of active labor market measures, the effective development and implementation of these measures aims to increase capacity. Increasing the percentage of female share of employment in our city, their own domestic economies and social development to improve their status as the Provincial Administration of Erzincan, the Provincial Police Department, Children's Director, Office of the Prosecutor Board of Probation and Protection Branch, Erzincan University, We aim to be achieved in all studies evaluating the desired objectives. Increasing trend in service sector employment in recent years and hand the capabilities and, therefore, has focused almost all institutions, vocational training courses. For this reason, in many parts of our country in our region as well as women's labor force is employed in the service sector, most especially in some business areas, "areas suitable for women as " based on the fact that more easily accepted in society, women, quite popular in our province and land in a short time. Among the sectors referred to in convertible, hairdressing (25 women) and patchwork (forty-patch) (25 women) the art of technical vocational skills courses will be increased.

The project training started on 2010, target group had identified under the risk 50 women are registered with the Employment Agency. Trainees were given technical vocational skills about hairdressing and patchwork theoretical and practical courses. Before this training, the 50 women as a result of the information and preliminary discussions, according to the interests of women, one of the two main arms (hairdressing, patchwork) will choose one of the 25 persons divided into two groups. Training will completed at the same time in 10 months for two groups. During to 10 months 240 hours of professional training in hairdressing and patchwork was done theoretically and practically (2 days a week). Occupational health and safety training was done theoretically and practically 2 hours per week and a total of 56 hours. Guidance-counseling training was done theoretically and practically 4 hours per week for a total of 72 hours. Hairdressing and patchwork training was done at the public education center by two master trainers. Occupational health and safety training was done by agricultural engineer. Consultant training and guidance training was done by lecturer from the faculty education department of psychological counselling and guidance. During the course training in the rest time tea, coffee and cakes were served. During the project trainees was moved to the training center from their homes and to their home from training center after training by bus. At the end of these course trainees, in order to motivate their own businesses they arranged technical investigation trips to Bursa and Eskişehir city. Technical visits were done in May and June 2011 as a two groups. The 25 patchwork trainees and 25 hairdresser trainees was paid 104 euro per person monthly by the project.

At the end of this training, of women in the structure of the current spiritual self confidence and entrepreneurial of strengthening was triggered. As a result, these women are at risk and under the same conditions their children for the next years with life-long, the mother will be qualified. The project resulted by providing the necessary professional qualifications for employment vocational skills 50 women who have not vocational skills and under the risk. In addition to all these activities, implemented through the education of

women exhibited products and capabilities, for social awareness opened under the name of the mother-child market days arranged to public. Under the name Mother-child 'market by selling project educational products during the training sessions the spirits of entrepreneurship were encouraged.

In this case the administration of provincial government as a conscientious sense of responsibility is installed, primarily for the employment of these women the idea of a profession by setting out the first of our target group. Proje activities encouraged the idea that these women needed to take a vocational course for future periods. Government agencies and local governments and civil society organizations known due to lack of business women's employment is need in the sectors Erzincan area. In particular our target group, women with an element of social risk, stakeholders and their children and their families, this community with a lot of crime because it is a mass of such a project, the project owner and management capacities of partner organizations in the positive affect.

IV. PROJECT ACTIVITIES OUTCOMES

Project activities were carried out by a team consisting of 8 people. The necessary hardware to the project office equipments (tables, chairs, bookshelves, coffee tables, telephone, fax, computer printer, etc.) purchase of equipment procurement, purchasing services and visibility was arranged in accordance with the rules. The news was made information to society about project activities by using the organs of the press during to project time. The project of activities was included in the written and visual media as a public presentation. Civil society organizations and government agencies on the subject through all kinds of publicity activities were taken. Project training activity starts according to the training program on the project in November 2010. Training classes was prepared for theoretical and practical training. In this activity barber training materials had been prepared based on practical training class and the patchwork practical training workshop and materials prepared in the Public Education Center. Supplies for hairdressing training and Patchwork training made purchases for the month of initial training materials consumed for each month and were be a regular monthly basis. Occupational health and safety training was done and the target audience of 50 trainees were educated by qualified engineer. Patchwork vocational training and hairdressing vocational training were done by the master trainers at Public Education Center.

Annual Conferences; the project is organized 2 conferences in these activities. First conference (Working life and women in employment); is planned. Work-related and the title of this conference for women in employment and Turkish Mothers Association of Women Entrepreneurs Association of Trabzon, Trabzon Branch Executive Committee member and President of Women's Life Center has been included as an educator Cavidan Yılmaz speaker at this conference program. By the speaker, Turkey's Constitution and laws, international conventions approved by the ILO and the United Nations Convention on the Elimination of All Forms of Discrimination against Women and the European Union aims to become a member of the equality of women, explained the process to transfer to the domestic legislation. However, despite no commitments in concrete terms, this project are received favourably support from the public, private agencies and NGOs, including women's organizations especially large tasks. The employment as explained considering the education level, women's mass literacy rates and school enrollment rates have risen over the years in Turkey. But still the illiterate in the total employment rate is very low and the training required to become qualified described the situation. Conferences have been activities in our project and the selection of speakers as well as women's conferences has become more interesting in terms of our project participants. The participants showed great interest to Women in Working Life and Employment entitled conference. In the Erzincan Hall Chamber of Commerce held our conference participants that, spouses, family members, including approximately 130 people attended the public viewers. Question and answer section of the conference and offered a very cordial and friendly talks between the speaker and the trainees were observed in the mutual. It can be said that this activity very successful for female audiences and the audiences our project in our province, especially with such programs more often reach the conclusion.

The second conference title (Past, Present and Future of Regional Women's Entrepreneurship, Employment Role of Education, Micro Credit, Micro-Production, and Women's Cooperatives) were selected. Speaker Zekiye Çomaklı was talked (The Head of Erzurum Women Entrepreneurs Association) about Entrepreneurship, Micro Credit, and Micro Production Women's Cooperative presentation to the project audiences. Speaker Zekiye Çomaklı, as a president the province of Erzurum Women Entrepreneurs Association, the management of many successful working projects in all the studies found women centered, with a prominent journalist and author of a person's identity was known in our region. Erzurum Women Entrepreneurs Association president Zekiye Çomaklı speaks the regional women's problems and the project is agreed upon, observed a much better target audience of women to participation. Especially as a successful woman born and raised in this region, Zekiye Çomaklı have been successful despite the difficult conditions of women-centered

solutions to problems of women learners in our region have attracted great interest the comments and proposals for solutions.

Ms. Çomaklı have been successful despite the difficult conditions of women-centered solutions to problems of women learners in our region have attracted great interest the comments and proposals for solutions and examples of successful woman born and raised in this particular region indicated. In the following parts of the conference, a presentation was made on communication and women entrepreneurship, coordinators of grant projects and women participants shared their experience and expectations. Question-answer section of the conference speaker and at the mutual information and exchanges of ideas with the woman participants were very relevant and attractive. After speeches, the participants had the opportunity to visit exhibition area where products produced under the scope of grant projects were exhibited. Recommendations have been given to ensure that the women entrepreneurs will become competitive at global level through the exposure to technology-based learning.

Technical tours activities was made (Erzincan-Bursa-Erzincan), the end of training. These technical tours activities; professional knowledge, has contributed to the formation of ground control and good manners. Two separate groups (hairdresser and patchwork) in the technical inspection trip in June and July 2011 was carried out. The technical tours activities were done for two separate groups (7 days) with leasing process by charter bus. The technical trips planned as a 7 days 6 nights and for accommodation participants were stayed the qualities hotels for during the trip. In information given to them in manners and the importance of ensuring the audience to feel emotions, contribute to providing the development and self-reliance was increased. Travel visibility (such as clothing, posters and badges) activity is very important for technical tour. The participants (50 young women) were individuals with low incomes. For these reasons, the participant (50 young women) wear clothes with special trips dress by project budget making spending to ensure proper visibility of the project. Project participants, education and income levels are very low, using participatory special clothes for this reason the project budget to be dressed and also paid daily wages during the technical visit to the participants. Determination of the dresses and clothes in, women's tastes and preferences have been kept in the specifically foreground for technical excursions. However, all sightseeing were used the necks of during the travel for the purpose of identity cards carried in the collar. In the technical trip, especially the visibility, the EU financial contribution, the contribution of the Government of the Republic of Turkey was provided in an efficient manner during technical trip. Some participants came out of the province for the first time and had stayed in the hotel for the first time by thanks to project and some participants were eating at the restaurant beautiful and luxurious for the first time. The other goals of the project to the participants were see other cities and have been to provide technical visits learners. The participants were guests in 3 major cities of Turkey (Ankara, Eskisehir, Bursa) and they were incorporated into the social life, historic and cultural sites visited. The modern hair salon was visited in Ankara by hairdressing target group. Turkey's largest facilities Sarar Holding factory was visited with technical trip in Eskisehir. Also, technical study tour was visited Ozdilek Holding factory in the province of Bursa. For the participant was observed professional and social networking as well as benefits in these technical visits. The women's labor and women's products are sold in the future workplace visited in Inegöl town and visitors examined the business and partnerships for the exemplary experience and observation in this workplace.

After project completion, the project book has been prepared and printed. Project Book (Women's Hand-Life City) better visibility of project activities and to be heard to the masses the effect of permanently sustainable period of the project that contains all the project activities in the preparation of the project is intended to be published book. About our project were written and visual activities in the local-national press in Erzincan province. **Women's Hand-Life City** name project book, with a header with the name change was requested and approved new visuals in the forefront of all project activities to be prepared. The project book will reach the masses next years and provided persistence of activity lasting memory of project activities. The project book, Women's Hand-Life City approximately 100 pages and 1200 copies was printed. Project activities were prepared to encompass all project activities of the Women's Hand-Life City as a book. Women's Hand-Life City book was sent to primarily in our province in public institutions, NGOs, libraries, the 81 provincial all governorates of cities. Women's Hand-Life City book archived as memory project document for the future years by Erzincan province Special Provincial Administrations. End of the project; certificate ceremony (closing program) activity was held on in 2011. For social impact closing ceremony; broad participation in a visual display of all the activities of the project was conducted in a manner that indicates the visual. For this ceremony program, all participants, their children and spouses, with guests from their homes and were taken to their homes by community program services. The ceremony was held to be in the forefront of visual hall and audio and video systems arranged and the project made a presentation on the activities described in the participants. Certificates tied with red ribbon and put the project into the cover file trainees were invited by name and project

with the participation of owners and managers of partner institutions is presented. Certificate presentation was completed with the end of the closing ceremony dinner. The Spectacular closing ceremony and certificate as a permanent ceremony was observed. The end of the ceremony was completed with farewell, best wishes and requests for all participants were left.

V. RESULTS AND CONCLUSIONS

The overall objective of project: Women's Employment, to increase women's employability and to contribute to the increase in the number of women working in our province is to support registered. The target audience of this project; at risk, have not received adequate training, without any work, without any professional qualification consists of adult women Project grants program priorities and objectives which have contributed; to increased women's employment and disadvantaged women was provided strengthening with professional training. Communication and socialization contribute to the priorities and objectives by making our province women in particular, at risk, without any profession characteristic and the technical vocational ability. At the same time, at the risk their children, mothers, ex-convicts, women, divorced women, violence, and especially the spouses of women who are in prison themselves, outside the financial socially acceptable and that the women were contributed to the victim. Vocational skills, education and scope of the project has started in 50 women with no qualifications to vocational training in hairdressing and patchwork fields and 49 women successfully completed this training.

The other recovery of the project, women who are at risk, technical and professional ability to attribute non-registered in the employment at risk their children, mothers, ex-convicts, women, divorced women, especially women and wives of violence in prison, the women financially and socially disadvantaged in were supported Erzincan province. As a result of the completion of the project, 25 women were gained vocational skills on hairdressing and 25 women gained vocational skills on patchwork in Erzincan province. In addition, 50 women were educated about occupational health and safety guidance on these subjects. The project participant 50 women revenues will increases in 30% revenues is estimated to be in the coming years. Successfully 49 women have become qualification to participate in the labor market in Erzincan province. In the project participating 12 women (25%) has been employed with 25% of in Erzincan. Patchwork education by participating in 4 women micro-credit has established owner business. Hairdressing training of three young women has established business offering hairdressing and body care services for women clients. End of the project, contributed to at risk women increase the employability in Erzincan province. The project is the biggest support to those who desire to work with women, their husbands support, and local governments, official institutions and the private sectors to put emphasis on women's employment achieved. In addition, after the training, the female population at risk, 30% of the study of knowledge, skills and gained confidence in doing business.

In addition, guidance to participants, women are given counseling and entrepreneurship training to establish their own businesses. Women living in areas at risk, professional qualifications, win social security, giving you the ability to build and maintain their own business women business has reached for specific objective. It is estimated that 50 women qualified professional qualification and 50% women will formal employment in next year. The project are provided these the positive results and has produced a special solution to the problems;

- Their communications, understanding, listening and storytelling skills were developed.
- Before the project, they were not any professional skills but after the project vocational training developed the capabilities of trainees.
- Entrepreneurship capabilities, business start-up requests and the ability of business were developed.
- Of trainees in vocational education and illiteracy problem is solved.
- At the end of practical training, the trainees of producing feelings and self-confidence developed.
- In the community with social and visual training, and increased self-confidence strengthened.
- The participants has increased social communication, new friendships established ties.
- Especially with in the technical field trips major contribution had been socializing, communication, increase self-confidence, entrepreneurial culture were developed.
- The canteen service is provided to trainees during training.
- All training materials were provided using the resources of the project.
- Project budget were paid € 8 daily charge to participants for each day of training.

Within the framework EU-Turkey financial cooperation, under the scope of Human Resources Development Operational Programme (HRD OP) carried out by the Republic of Turkey Ministry of Labour and Social Security in its capacity as the Operating Structure, "Technical Assistance for Promoting Women's Employment in Turkey", implemented by Turkish Employment Agency (İŞKUR) with technical assistance of

WYG Turkey, organised “Grant Scheme Closing Conference” in Ankara on February 15, 2012. Grant beneficiaries from 43 provinces across Turkey besides representatives of social stakeholders, members of parliament, non-governmental organisations, development agencies, universities and senior representatives of relevant institutions and organisations and representatives of media participated in the conference, amounting to 450 participants in total. This meeting; member of project management and 4 trainees have participated and for the project stands was established. They attributed great importance to women’s employment, and more than 2000 women participate in labour market actively under the scope of the Grant Scheme and this type programmes towards women would continue increasing even further. This project is seen as an opportunity and leading role of women among the regional role models in Erzincan province. This process and experience contributes to self recognition, identity of winning personality for women in the local society.

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ACKNOWLEDGEMENTS

The authors wish to thank those who have participated in the study. The research was funded and supported by the European Commission; Financing Source: Budget line: 04.0601., EuropeAid/128148/D/ACT/TR., BG-UE-B2004-22.020401-ELARG Grants Awarded Under Call For Proposals TR 07H1.02-001 published on 12/02/2009., Promoting Women’s Employment(PWE) Grant Scheme Human Resources Development Operational Programme IPA Component IV. The project was made by the Administration of Erzincan.