

**INSTRUMENT FOR PRE-ACCESSION ASSISTANCE  
HUMAN RESOURCES DEVELOPMENT COMPONENT  
OPERATION IDENTIFICATION SHEET**

**1. Title of the Operation:**

**INCREASING ENROLLMENT RATES ESPECIALLY FOR GIRLS IN SECONDARY EDUCATION**

**2. Operating Structure:** Ministry of Labor and Social Security - EU Coordination and IPA Management Department

**3. Organization Responsible for the Implementation of the Operation:**

Ministry of National Education, Projects Coordination Center  
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**4. Compatibility and coherence with the Operational Programme:**

**4.a Common Code for Identification (CCI) No of Operational Programme:** Human Resources Development Operational Programme – CCI No. 2007TR05IPO001

**4.b Commission decision (no and date) and the date of signing of the financing agreement for this OP:**  
C(2007)6030 adopted by the EC on 7 December 2007; [date of signing of the financing agreement to be inserted at a later stage]

**4.c Title of the priority axis:**

To enhance investment in human capital by increasing the quality of education, improving the linkage between education and the labour market, and raising enrolment rates at all levels of education, especially for girls.

**4.d Title of the measure:**

To increase enrolment rates particularly for girls with a view to developing female human resources and access to labour market.

**5. Description of the Operation:**

**5.a Contribution to the achievement of the Operational Programme:**

This operation was designed in conformity with thematic and regional focus approach of the Operational Program. This operation will contribute to enhance investment in human capital by increasing the quality of education, improving the linkage between education and the labour market, and raising enrolment rates at all levels of education, especially for girls through activities to be implemented within the operation. Within the context of thematic focus, the operation will contribute to increase enrollment rates particularly for girls in secondary education and VET, to decrease drop-outs particularly for girls, to increase vocational skills and competences of labour force, particularly of girls and women, and to promote awareness-raising for parents on importance of education, especially for girls.

As a result, the operation will contribute to schooling of girls through taking appropriate measures to facilitate access to education for girls, developing monitoring systems, training programs, promoting cooperated activities with public institutions, social partners, municipalities, universities and NGOs.

**5.b Overall Objective:**

The overall objective of this operation is to enhance investment in human capital by increasing the quality of education, improving the linkage between education and the labour market, and raising enrolment rates at all levels of education, especially for girls.

**5.c Operation Purpose:**

The purpose of this operation is to increase enrolment rates particularly for girls in secondary education and VET, to decrease drop-outs particularly for girls, to increase vocational skills and competences of labour force,

particularly of girls and women, and to promote awareness-raising for parents on the importance of education, especially for girls.

**5.d Location(s):** Turkey (Prioritization:12 NUTS II regions and nation-wide) - Pilot Provinces: Ağrı (TRA2), Muş (TRB2), Siirt (TRC3), Erzurum (TRA1), Diyarbakır, Şanlıurfa (TRC2), Adıyaman (TRC1), Yozgat (TR72), Rize, Giresun (TR90), Elazığ (TRB1), Çankırı (TR82), Tokat (TR83), Hatay (TR63)

**5.e Duration:** 24 Months

**5.f Target group(s):**

Students, particularly girls at the age of secondary education, who dropped out or under the risk of dropping out in education and who cannot access secondary education due to cultural obstacles; parents of girls who are not willing to send their children to school and/or cannot afford it; and teachers, especially those providing psychological and vocational guidance to students are the target groups of this operation.

**5.g Description of the Operation and background:**

This measure will contribute to the increasing enrolment rates particularly for girls in secondary education and vocational training and awareness of the importance of girls' education.

There is still need for development in various levels of education in Turkey especially for girls' enrolment rates. The main reasons for the lower enrolment rates of girls especially in the 12 NUTS II regions are lack of attractive modular VET programmes, lower socio-economic levels of families, traditions that do not value education for girls among parents, lack of cooperation among the different actors. Moreover monitoring systems to monitor girls enrolment rates need to be improved.

Lack of efficient monitoring system causes a problem in measuring especially schooling rates of girls and therefore developing policies accordingly.

The other important challenge is the VET system which is not so flexible and attractive, so that students have a tendency to head towards general secondary education and universities. The limited number of enterprises in the region and therefore the limited need for trained workforce may also be a reason for the tendency for preferring general secondary education.

The operation will contribute to increasing girls' enrollment rates by way of activities such as taking appropriate measures to facilitate access to education for girls, developing monitoring systems, developing vocational guidance services, training programs, promoting cooperated activities with public institutions, social partners, municipalities, universities and NGOs.

In the Operation the activities will be reached through service, supply and grant contracts. The percentage distribution of the Operation budget will be as follows; 47,5% for Service contract, 37,5% for Grant scheme and 15% for supply.

On the other hand, the pilot provinces distributed equally to 12 NUTS region. Most of them have never been chosen as a pilot province in such an operation or project up to now. Also, may be the most important reason for choosing that the pilot provinces are all socio-economically and culturally disadvantaged regions and the schooling ratio of girls is too low in these regions.

Also during the implementation of the Operation public institutions, social partners, municipalities, universities and related NGOs will support the Operation activities.

**5.h Results with measurable indicators:**

1. Detection and monitoring services for students particularly for girls under the risk of dropping out or who have already dropped out in primary and secondary schools are introduced.
2. Incentives particularly for girls to return to school are promoted.
3. Quality and quantity of vocational guidance services at schools are increased
4. Awareness of parents and NGOs on the importance of education are raised through training programmes and campaigns
5. Attractive VET programs are developed with the cooperation of all partners.
6. Cooperated activities with public institutions, social partners, municipalities, universities and NGOs for supporting education of girls are promoted
7. Quality of VET education and girls' enrollment rates increased through the implementation of pilot projects under grant scheme

8. Providing needed equipments in the pilot provinces for secondary education institutions especially those for girls are contributed to girls' schooling and quality education.

### **5.i Activities:**

**Result 1. Detection and monitoring services for students particularly for girls under the risk of dropping out or who have already dropped out in primary and secondary schools are introduced.**

**Activity 1.** Introducing detection and monitoring services for students particularly for girls under the risk of dropping out or who already have dropped out at primary and secondary schools.

- 1.1. Introducing identification and monitoring services for students who already dropped out.
- 1.2. Developing monitoring systems for students who are under the risk of dropping out from primary and secondary education.
- 1.3. Developing monitoring systems and integrating them into the system.
- 1.4. Conducting researches on school drop out reasons of students.

**Result 2. Incentives particularly for girls to return to school are promoted.**

**Activity 2.** Taking appropriate measures to ensure girls' returning to school and continue their education.

- 2.1. Taking appropriate measures to facilitate access to education for girls.
- 2.2. Organizing in-service trainings for guidance teachers to help them to increase girls' returning rates to school

**Result 3. Quality and quantity of vocational guidance services at schools are increased**

**Activity 3.** Increasing the quality and quantity of psychological counseling and vocational guidance services and training for parenting education

- 3.1. Organizing in service trainings to increase vocational guidance qualifications of guidance teachers
- 3.2. Organizing in service trainings to increase vocational guidance qualifications of subject teachers
- 3.3. Increasing the quality of guidance services especially in boarding schools through providing vocational guidance materials

**Result 4. Awareness of parents and NGOs on the importance of education are raised through training programmes and campaigns**

**Activity 4.** Developing training programmes and awareness raising campaigns for parents and NGOs to promote schooling rates.

- 4.1. Organizing awareness raising seminars for parents by means of guidance teachers in Guidance Research Centers and schools
- 4.2. Organizing a workshop with the participation of people, institutions and NGOs who previously contributed to schooling activities and ensuring their active participation to schooling studies
- 4.3. Conducting awareness raising campaigns and other informing activities
- 4.4. Training trainers to provide awareness raising activities

**Result 5. Attractive VET programs are developed with the cooperation of all partners.**

**Activity 5.** Developing attractive VET programs with the cooperation of all social partners.

- 5.1. Identifying needs of labor market locally through needs analysis with the participation of related parties.
- 5.2. Developing/ Updating VET programs especially for the employment of women and girls at local level
- 5.3. Preparing a strategy paper to ensure variety of VET training programs
- 5.4. Ensuring certification and crediting at the end of trainings through cooperation with VQA
- 5.5. Enabling opportunities for horizontal and vertical transitions between programs for the sustainability of girls' education

## **Result 6. Cooperated activities with public institutions, social partners, municipalities, universities and NGOs for supporting education of girls are promoted**

**Activity 6.** Promoting cooperated activities with public institutions, social partners, municipalities, universities and NGOs for supporting education of girls.

- 6.1. Improve and strengthen the cooperation between the Ministry of National Education and the Directorate General on the Status and Problems of Women to prevent girls especially those who are living in rural regions, from prematurely leaving school in formal education.
- 6.2. Establishing a system to help schools/local administrations to coordinate existing scholarship programs
- 6.3. Launching a new scholarship program for the education of girls.
- 6.4. Providing free of charge transportation for the students benefiting from Conditional Cash Transfer System with the participation of local administrations.
- 6.5. Establish “girl-child units” in public institutions and organizations and ensure coordination among them.
- 6.6. Establish a network for information flow between the “girl-child units” and NGOs.
- 6.7. Covering needs of disadvantaged students locally

## **Result 7. Quality of VET education and girls’ enrollment rates increased through the implementation of pilot projects under grant scheme**

**Activity 7.** Launching a grant scheme in order to provide the implementation of pilot projects to increase girls’ enrollment rates

## **Result 8. Providing needed equipments in the pilot provinces for secondary education institutions especially those for girls are contributed to girls’ schooling and quality education.**

**Activity 8.** Providing necessary materials and equipment support to educational institutions in pilot provinces.

### **6. Implementation arrangements**

#### **6.a Institutional framework:**

MoNE Projects Coordination Center (PCC) will be coordination unit responsible for the implementation of the operation. PCC has minimum and optimal equipment to implement the operation activities. There are 74 staffs working in PCC and required staff will be allocated to manage and perform the operation activities. Required infrastructure (offices, rooms, meeting rooms, etc.) is also available in PCC. Major implemented and being implemented projects in PCC are Basic Education Project I and II (from World Bank loan), Secondary Education Project (from World Bank loan), Support to Basic Education Programme (from EU/MEDA grant), Strengthening the Vocational Education and Training System Project (from EU/MEDA grant), Human Resource Development through Vocational Education and Training (from EU grant) and Project for Strengthening the Capacity of MoNE (from EU grant). As a conclusion PCC is experienced enough to implement international projects.

For monitoring of operation management and activities, the Beneficiary will prepare the monitoring reports to be submitted to OS. A Management Committee and a Steering Committee will be established with the participation of representatives of social partners, NGOs, SPO (DPT), MoLSS, Directorate General on the Status and Problems of Women, VQA, and HEC (YÖK) as well as relevant unit chiefs of MoNE. The Management Committee will come together every two months and the Steering Committee will come together twice a year. Besides an Independent Interim Evaluation Team contracted by EC will also prepare Interim Evaluation Report for the evaluation of the operation management and implementation.

#### **Operation Management Committee**

Operation Management Committee will be set up with the participation of representatives of social partners, NGOs, VQA, SPO (DPT), MoLSS, Directorate General on the Status and Problems of Women and HEC (YÖK) as well as relevant unit chiefs of MoNE. The participants will be presented and informed on the status, progress and planning of the Programme. Following the presentation there will be opportunity to discuss issues related to the Programme.

#### **Operation Steering Committee**

Operation Steering Committee will be set up to ensure monitoring and coordination between the different stakeholders. The Undersecretary of the MoNE will chair the steering committee. Membership of the Committee will consist of one representative from the Contracting Authority, European Commission Delegation, Ministry of Labor and Social Security, the Ministry of National Education. Representatives of other ministries/institutions

will be invited to the meetings of the Steering Committee as necessary. The Operation Steering Committee will meet twice a year and whenever necessary. The European Commission Delegation in Turkey and the contracting authority will be involved in the monitoring of the ex-ante approval of contracting documents and monitoring of the operation implementation. The Operation Steering Committee will be responsible for the strategic direction of the project and will make recommendations for its effective implementation. It will review work plans for the coming period.

In particular, the Operation Steering Committee will be responsible for the following activities:

- Monitoring operation implementation
- Providing guidance to the Operation Manager
- Monitoring progress of activities
- Reviewing the work-plans for the coming period

The SOO (Senior Operation Officer) will:

- Take high-level decisions in steering the operation
- Review and approve any official approvals regarding the operation

Operation Management Unit Head will:

- Coordinate OMU staff
- Facilitate any administrative actions required in implementing the operation
- Facilitate communication with the stakeholders
- Submit request for official approvals to the SOO

Technical Staff will:

- Perform training needs assessment studies, identify training subjects and trainees
- Perform and report end-training results
- Review and report the statistical data on operation indicators

MoNE, Projects Coordination Center will be coordination unit responsible for the implementation of the operation. The staff responsible from the Operation won't be same with the staff of Promotion of Life Long Learning Operation.

#### **6.b Proposed monitoring structure and methodology:**

Four structures will be set up to monitor the operation;

1. Operation Team + Technical Assistance Team (weekly monitoring)
2. Operation Monitoring Team (monthly monitoring)
3. Management committee (once in two months)
4. Steering Committee (once in 6 months)

#### **6.c Required procedures and contracts for the implementation of the operation and their sequencing:**

The CFCU will be Implementing Agency and responsible for all procedural aspects of the tendering process, contracting matters and financial management, including payment of operation activities.

#### **7. Risks and assumptions:**

Risks:

- Related NGOs unwilling to participate in the operation.
- Political factors change
- Influential stakeholders request additional needs to serve their own purposes
- Local administrations pose objections
- Losing critical staff at crucial point of the operation
- Families unwilling to participate in trainings and awareness raising activities due to cultural barriers, low education levels of these families and financial problems

Assumptions:

- Social partners are willing to share ideas and data and able to collaborate
- MoNE continues to be commitment to increasing the secondary school enrollment rates especially for girls nation-wide
- Central and local administrators are willing and able to collaborate
- Local administrations continue to be supportive of increasing secondary school enrollment rates especially for girls

#### **8. Expected impact of the operation on the target group and multiplier/spill over effects:**

The main expected impact of this operation will be observed on the main target group of the operation, namely, the girls at the age of secondary education. The current schooling ratio for girls is 55% nation-wide The

operation targets 3-8% increase in the access rate of education, particularly secondary education for girls; 15% decrease in girls' drop out rates at secondary education and VET schools; and 15% increase in the number of graduated girls from secondary education and VET schools.

The long-term impact of increasing enrolment rates especially for girls at secondary education level will be reflected as a contribution of the individuals to the economy and increased personal income.

On the other by the end of the operation awareness of families will be increased on the important of education, and they will have a positive approach on educational issues.

By implementing the project at both central and local levels, it is expected that provincial authorities, municipalities, NGOs, universities, media, and private sector will gain the ownership of the project activities, assess their impact and gather enough data to find means for sustaining the activities beyond the project period.

The grant scheme implementation will allow the NGOs and local administrations to understand the importance and benefits of the issue. Further, the partnership resulting from the project is also expected to motivate municipalities, NGOs and local administrations to adopt employment policies in favor of women. Thanks to the grant scheme, it is expected that the provincial authorities, municipalities, NGOs, universities and all relevant stakeholders will be sensitive to the schooling and labour force participation of girls and will be willing to continue their efforts for the sake of that aim.

The other important Operation outcome is expected to increase enrollment rates especially for girls at secondary level by equipping instruction with the necessary material, labor market needs, and gender-sensitive educational programs.

As a result of increasing schooling of girls particularly in VET schools, it is expected that the labour force participation of girls will be increased in the long term.

#### **9. Sustainability:**

Development of attractive VET programs with the cooperation of all partners is an important activity for sustainability. Besides that, since e-school implementation provides continuous monitoring, it will have a key importance for sustainability. NGO's, formal and informal educational institutions, local authorities, and the other relevant institutions from 12 NUTS 2 regions will contribute to the sustainability of the operation by implementing grant scheme operations. Financing the grant schemes operations will be the key criterion for sustainability of the operation.

Additionally, institutions those were mentioned in the "Operation Identification Sheet" like NGO's will provide sustainability over the long term. Target groups and all participants of the operation will be aware of the importance and necessity of schooling at secondary education especially for girls. After the operation implementation period completed, departments of MoNE which are responsible from the secondary education will also be responsible for the sustainability of the operation at country-wide especially through monitoring and evaluation systems.

On the other hand free accommodation, bussed education will be provided by MoNE. As results of the Operation, developed monitoring systems, increased quality and quantity of counseling and vocational guidance services, provided equipment and materials will be also important indicators for the sustainability of the operation.

MoNE will pursue financial issues after the completion of the Operation.

#### **10. Horizontal Issues:**

One of the most important objectives of the "Increasing Secondary School Enrollment Rates Especially for Girls Operation" is to guarantee equal opportunities. It is aimed to improve the current situation of women in the field of education in this operation. Moreover, it is planned to overcome the regional differences by having the regional focusing approach. Relevant NGO's will actively participate during the management and implementation period of the operation to involve all parts of the society into the implementation period. When engaging personnel for this operation, there will be made no distinction based on sex, race, or religion. Appropriate professional qualifications and experience will be the determining factors during recruitment and evaluation within the implementation of the operation.

#### **11. Links with other IPA component measures: NA**