



## **Increasing Women's Access to Economic Opportunities Project Explanation on Call for Research Papers**

In the recent years, Turkey has seen significant improvements in women's welfare, especially in health and education. But large gender inequalities remain in the access to economic opportunities. Today only one out of four working-age women are employed, half of them in the informal sector. Among working women, the main economic activity is still unpaid agricultural family businesses.

Increasing women's access to economic opportunities is first of all, a requirement for the civic rights of women. Improving women's access to more and better jobs as well as opportunities for entrepreneurship are crucial to enhancing productive employment in Turkey. Indeed, increasing women's participation in productive employment and economic activities is not only an instrument of development efforts but also a goal of human-oriented and equitable development.

The government has been undertaking important efforts to enhance female employment and entrepreneurship. Incentives for employers to hire new female entrants into the labor force were introduced in 2008 and expanded in 2011. Vocational training and entrepreneurship support for women have been significantly expanded since 2008. There have been significant efforts to ensure gender equality in the workplace following the introduction of a Prime Minister Circulars in 2004 on "Conformance with the Principle of Equality in Personnel Hiring" and in 2010 on "Increasing Women's Employment and Ensuring Equal Opportunities".

Now, there is a need to assess how effective the actions taken have been on women's employment. Policies to enhance female employment need to be informed by evidence. Further research is important to put an end to the knowledge gaps: What are the specific barriers to productive employment and entrepreneurship opportunities? Are existing programs addressing these barriers? How can new programs be designed and existing ones modified to better address these barriers? More research and technical work is thus needed to refine the above policy options and indeed come up with others.

To this end, "Increasing Women's Access to Economic Opportunities" project has been launched by the Ministry of Family and Social Affairs (General Directorate on the Status of Women-KSGM) and the World Bank with funding provided by the Swedish International Development and Cooperation Agency (SIDA). The project aims ensuring women's access to economic opportunities in Turkey and increasing their access to more and better employment opportunities. The project focuses on strengthening the evidence base needed for designing policies in these areas, compiling data and information and sharing them with key actors and stakeholders, and carrying out supportive actions aimed at specific groups.

The aim of this call for papers is to promote research and information generation on gender equality in economic opportunities and participation with a focus on policy-making. Projects to be funded will be evaluated in terms of their contribution to the topic by an academic committee.

## Research Topics

Priority areas are grouped under main headings (without any order of importance). Studies focusing on women working in informal sector, young women, and women in rural areas will be preferable. Studies that do not fall under the main headings may also be supported, if the research committee approves them.

### Women employment: sectoral structure and trends

- Demand for female labor and working conditions of women in various industrial sectors (especially in Afyon, Adiyaman, Sanliurfa, and Malatya organized industrial zones): Employer Attitudes Survey (including expectations from Flexible Working Models) Women's Status Survey
- Impact assessment of employment incentive (Insurance Premiums) practices
- Care workers (working conditions of women employed in child care and care of elderly or disabled etc. people)
- Women's employment and working conditions in the emerging sub-sectors of the services sector (Shopping Malls, call centers, etc.)
- State of female labor working in agricultural enterprises (including seasonal workers)
- State of women's employment in local governments, and ways to increase their numbers

### Barriers on education and employment of women

- Formal and Informal Vocational Education – Employment Relationship (whether there is discrimination in the vocational education and training provided in vocational schools in formal education and at various institutions and organizations in informal education; the job-finding opportunities of women receiving these trainings, the continuity of their employment etc.)
- Developing a model to include informally working women (those working home-based or as domestic help) under the scope of social security

### Discrimination in the work place, and barriers for promotion of women at work

- Identifying the differentiation in the incomes of men and women doing the same or similar jobs in the public or private sector and the reasons for discrimination
- Working conditions of women employed in different statuses in the public and private sectors
- The mistreatment women are exposed to at the workplace due to being women, from the viewpoint of managers/chiefs or employers, employer representatives and perpetrators, the reasons for such mistreatment and its effects on the employment of women

### Alignment of work and family life

- Survey on attitudes of men and women on harmonization of work and family life (parental leave, sharing child care and flexible working)

## Budget and Amount of Support

A budget of US\$300,000 has been allocated to support academic studies.

Studies will be classified into three groups according to their characteristics and nature: First group – studies to be conducted with a budget of USD 15,000; second group with a budget of USD 35,000; and third group with a budget of USD 50,000.

There is no necessity to select studies for each group. All the studies that would be supported may fall under one of the groups.

Of the total amount of support, researches will be given 10% upon acceptance of their project proposals, 40% upon approval of the initial draft of the study, and the remaining 50% upon approval of the second draft by referees.

## Evaluation Criteria

Academic studies will be evaluated in accordance with the following evaluation criteria. Detailed explanation on the evaluation criteria is displayed in Annex 1.

Criterion
Original value of the study
Method, research model and methodology of the study
Sample group, size and diversity; conformity of the proposed work and the budget
Evaluation of the project team
Expected impact of the study
Summary of literature survey

## Schedule

Academic studies will be subject to the following schedule. Total research duration is defined as up to 6 months for the first group, between 7 to 12 months for the second group, and between 13 to 16 months for the third group of academic studies. Proposals, summaries, draft, and final versions of the academic studies must be delivered to the following address by no later than 6 pm Ankara time (c.o.b) by hand or via post, and also sent by electronic mail to [gyilmazturk@worldbank.org](mailto:gyilmazturk@worldbank.org).

World Bank Ankara Office, Dünya Bankası Ankara Ofisi, Uğur Mumcu Caddesi No:88, 06700 Gaziosmanpaşa, Ankara,

Proposal, summary, draft and final version packages should include the reference: "**Increasing Women's Access to Economic Opportunities**". This should be use also as the subject line for email submissions. .

Researchers will be informed in accordance with the calendar presented below.

### First Group

Date	Month	Subject
October 22, 2013	1	Announcement of the call for papers
November 25, 2013	2	Receiving applications (study proposals)
December 16, 2013	3	Assessment of proposals and request of project summaries from short listed studies
January 6, 2014	4	Receiving research summaries
January 27, 2014	4	Assessment of summaries, determination and announcement of successful studies to be supported (10% of funding upon contract signature)
June 16, 2014	9	Receiving drafts
July 21, 2014	10	Assessment of drafts by referees and sharing the evaluation report with researchers (fund allocation - 40%)
September 1, 2014	12	Receiving final versions
November 10, 2015	14	Approval of final versions (fund allocation – 50%)

## Second Group

<b>Date</b>	<b>Month</b>	<b>Subject</b>
October 22, 2013	1	Announcement of the call for papers
November 25, 2013	2	Receiving applications (study proposals)
December 16, 2013	3	Assessment of proposals and request of project summaries from short listed studies
January 6, 2014	4	Receiving research summaries
January 27, 2014	4	Assessment of summaries, determination and announcement of successful studies to be supported (10% of funding upon contract signature)
July 21, 2014	10	Receiving initial drafts s
August 25, 2014	11	Assessment of initial drafts by referees and sharing evaluation reports of referees with researchers (fund allocation – 40%)
December 14, 2014	15	Receiving the second drafts of the studies
January 25, 2015	16	Assessment of second drafts by referees and sharing evaluation reports of referees with the researchers
March 21, 2015	18	Receiving final drafts
May 2, 2015	20	Approval of final drafts (fund allocation – 50%)

## Third Group

<b>Date</b>	<b>Month</b>	<b>Subject</b>
October 22, 2013	1	Announcement of the call for papers
November 25, 2013	2	Receiving applications (study proposals)
December 16, 2013	3	Assessment of proposals and request of project summaries from short listed studies
January 6, 2014	4	Receiving research summaries
January 27, 2014	4	Assessment of summaries, determination and announcement of successful studies to be supported (10% of funding upon contract signature)
September 8, 2014	12	Receiving initial drafts s
October 20, 2014	13	Assessment of initial drafts by referees and sharing evaluation reports of referees with researchers (fund allocation – 40%)
March 9, 2015	18	Receiving the second drafts of the studies
April 13, 2015	19	Assessment of second drafts by referees and sharing evaluation reports of referees with the researchers
July 6, 2015	22	Receiving final drafts
August 10, 2015	23	Approval of final drafts (fund allocation – 50%)

## **Format of Studies and Language**

Application form for study proposals and study summaries are given in Annex 2.

There will be no format definitions or page limitations for the initial and final drafts of the academic studies. Initial and final drafts will be submitted as an attachment to progress report (no longer than 2 A4 pages) explaining the current status of the study (completed activities), problems faced, and measures taken (if any). The general format and reference format of the study will be shared with the researchers during the contracting phase.

The studies will be presented in Turkish.

## **Eligibility**

Individual researchers, universities, institutions affiliated to universities, research companies, NGOs can apply individually or in partnership

## **Informing Researchers and the Public**

Researchers will be informed via mail and e-mail of the final decisions regarding their proposals. A notification will be sent to the lead researcher of each proposal. Information on the assessments will not be shared on the internet or via other media channels.

KSGM and the World Bank reserve the right to inform the public both on studies selected and process when they deem necessary.

## **Publication and Use of the studies**

Supported studies will be published and shared publicly. Studies may also be published in English.

Authors will be required to request authorization before publishing, submitting or uploading working papers (drafts) or final versions. Copyright and right of use will be part of the contracts signed with the researchers.

### DESCRIPTIONS ON ASSESSMENT CRITERIA

Following scoring will be used during the assessment of study proposals and summaries.

Level Name	Score Value	Level Description
Very Good	5	Study proposal/summary meets relevant criterion in all aspects
Good	4	Study proposal/summary meets relevant criterion well. On the other hand, there remains some room for improvement for certain aspects of the proposal.
Mediocre	3	Study proposal/summary does not fully meet the relevant criterion. Improvements are needed in the proposal.
Not Good	2	Study proposal/summary does not sufficiently meet the relevant criterion. There are major shortcomings in the proposal.
Inadequate	1	Study proposal/summary does not meet the relevant criterion. There are serious shortcomings/weaknesses in the project proposal.

Following criteria will be used during the assessment of study proposals.

Criterion	Rate
Original value of the study	20%
Method, research model and methodology of the study	25%
Sample group, size and diversity; conformity of the proposed work and the budget	20%
Evaluation of the project team	15%
Expected impact of the study	20%

Following criteria will be used during the assessment of study summaries.

Criterion	Rate
Original value of the study	15%
Method, research model and methodology of the study	20%
Sample group, size and diversity; conformity of the proposed work and the budget	15%
Evaluation of the project team	15%
Expected impact of the study	15%
Summary of literature survey	20%

To help with the assessments, the descriptions/definitions of how each criterion is assessed are given below.

#### 1. ORIGINAL VALUE

To what extent does the proposal; address the current shortcomings in the field of research? Offer original, creative, and innovative suggestions for rectifying these shortcomings or solving the

problems? Make methodologically, conceptually, theoretically original contributions to the relevant field of research?

## **2. METHODOLOGY**

Are the research model and methodology defined? To what extent are the methodology and research techniques?

Are model and methodology suitable for achieving the objectives of the study? To what extent are the alternative methods that will be implemented in case no progress is made with the proposed method(s) suitable for achieving the goals and objectives foreseen in the study?

## **3. SAMPLE GROUP and BUDGET**

What is the sample size for data collection? Is the determination and size of the sample group sufficient for achieving objectives?

Is there conformity of the proposed work and the budget?

## **4. ASSESSMENT OF THE PROJECT TEAM**

### ***Project Team and Lead Researcher***

How suitable and adequate is the team in terms of quantity and quality in consideration of the activities and discipline(s) covered; how correctly is job distribution and tasking planned in consideration of the competencies and work of each individual? Are the lead researcher and the team members sufficiently experienced on the subject?

### ***Schedule***

Are the scope of work and methodology in conformity with the proposed schedule?

Is the work-time planning measurable and monitorable?

How realistic and feasible is the project team's cooperation and coordination planned? (will be taken into consideration during the evaluation of study summaries)

## **5. EXPECTED OUTCOMES OF THE PROJECT**

In case of successful implementation, what will be its level of contribution to evidence-based policy-making on the subjects addressed in the project? What is the potential of the outcomes and outputs foreseen to solve the problems related to the research topic?

How adequate and appropriate are the proposed activities for communicating and disseminating the project outputs and outcomes to relevant stakeholders and potential users?

## **6. LITERATURE SURVEY SUMMARY**

How much of the key literature is covered under the study?

What would be the contribution of this study to the related literature?

**INCREASING WOMEN'S ACCESS TO ECONOMIC OPPORTUNITIES PROJECT  
STUDY PROPOSAL APPLICATION FORM**

<b>Name Surname :</b>	
<b>Turkish ID No/Passport No :</b>	
<b>Address :</b>	
<b>Tel :</b>	
<b>GSM :</b>	
<b>E-mail :</b>	
<b>Date :</b>	<b>Signature :</b>

**TITLE :**

**OBJECTIVES :** (should be presented as specific, measurable, attainable, realistic and time-bound objectives, in 50 words max.)

**SUBJECT :** (50 words)

**SUMMARY :** (850 words)

- 1- **ORIGINAL VALUE:** (Please explain why the project should be chosen - 200 words)
- 2- **METHOD, RESEARCH MODEL AND METHODOLOGY** (250 words)
- 3- **SAMPLE SIZE AND DIVERSITY; CONFORMITY OF THE PROPOSED WORK AND THE BUDGET** (200 words)
- 4- **ASSESSMENT OF THE TEAM**
  - a. **Team and Lead Researcher** (The C.V.(s) and publication list(s) of the researcher(s) will be attached)
  - b. **Time Planning** (to be presented in a chart in the annex)
- 5- **EXPECTED OUTCOMES** (250 words)

**VIEWS AND SUGGESTIONS ON SUITABILITY OF SCHEDULE AND BUDGET** (25 words)

**OTHER COMMENTS** (25 words)



**INCREASING WOMEN'S ACCESS TO ECONOMIC OPPORTUNITIES PROJECT  
STUDY SUMMARY FORM**

<b>Name Surname :</b>	
<b>Turkish ID No/Passport No :</b>	
<b>Address :</b>	
<b>Tel :</b>	
<b>GSM :</b>	
<b>E-mail :</b>	
<b>Date :</b>	<b>Signature :</b>

**TITLE :**

**OBJECTIVES :** (should be presented as specific, measurable, attainable, realistic and time-bound objectives, 250 words min.)

**SUBJECT :** (250 words min.)

**SUMMARY :** (3500 words min.)

- 1- **ORIGINAL VALUE:** (600 words min.)
- 2- **METHOD, RESEARCH MODEL AND METHODOLOGY** (750 words min.)
- 3- **SAMPLE SIZE AND DIVERSITY; CONFORMITY OF THE PROPOSED WORK AND THE BUDGET** (600 words min.)
- 4- **ASSESSMENT OF THE TEAM**
  - a. **Team and Lead Researcher** (The C.V.(s) and publication list(s) of the researcher(s) will be attached)
  - b. **Time Planning** (to be presented in a chart in the annex)
  - c. **Coordination of the research team** (200 words min.)
- 5- **EXPECTED OUTCOMES** (600 words min.)
- 6- **SUMMARY OF LITERATURE SURVEY** (750 words min.)

**COMMENTS ON THE STUDY** (up to 200 words)