I. Background and Rationale

It is a well-known fact that gender-based violence occurs in every country of the world to a greater or lesser degree, with serious consequences for the women themselves as well as for the society more generally. It is detrimental to the health, dignity, security and autonomy of its survivors. Gender-based violence is not just a violation of human rights, but also a type of violence which has a direct and damaging impact on a woman’s access to paid work (e.g. because the victim cannot fully participate in the labor market due to the psychological, physical and social consequences of the abuse) and, as a consequence, on her income and on society as a whole.

There is an increasing recognition in the literature about the importance of addressing violence in the workplace, especially the types in which women are often victims. Such violence is moving from being a “hidden” to a “disclosed” issue, and growing evidence has contributed to giving more equal emphasis to sustained psychological aggression including bullying, mobbing and sexual harassment, of which women are also often targets. The interplay between domestic violence and gender-based violence at work has also become increasingly apparent.

In the last two decades several UN agencies, international initiatives and some private sector companies have been looking into women’s employment problem with different lenses. Through
these new lenses they aim to support the empowerment of women in working life by identifying methods of deploying business organizations as a channel through which human rights of women are exercised and as means of a provision of equal, safe and fair working conditions for women.

As in many other aspects of life gender inequality persists also in the labor market. Labor force participation rate of women is 30% and 70% for men (TurkStat Labor Statistics 2015). Unemployment rate of men is 9.7% and 13% for women. One of the important factors of women’s under representation in labor force is gender based violence the women may face in their working lives.

Violence against women as a concept rooted from gender inequality is widespread in Turkey as in the rest of the world. The survey titled “Business against Domestic Violence” conducted in 2014 among some of the Women Empowerment Principles (WEPs) signatory private sector companies indicates high prevalence (75 per cent) of any kind of violence among white collar working women and the absence of response mechanisms within the private sector. This means that women, regardless of their background and seniority in their work life, are persistently subjected to physical, psychological and economic violence. This owes much to cultural norms, fear of one’s losing job, embarrassment but also lack of support mechanisms to talk about such violence and ask for help.

UNFPA has been working on promoting gender equality and combating gender based violence in all walks of life, where addressing such issues in employment is also part of our focus. Based on results of a UNFPA-sponsored research in 2015, UNFPA Turkey country office supported Sabanci University Corporate Governance Forum of Turkey to develop a guide-book and training modules for private sector companies interested in establishing mechanisms to support survivors of gender based violence at the workplace.

Creating and empowering opinion leaders who can advocate for gender equality and combat VAW through male involvement, especially focusing on “involved fatherhood” in the private sector is the other important initiative among private sector companies. In order to achieve this goal UNFPA and ACEV started awareness raising activities and trainings to increase the capacity of the corporate world to enable their employees to be more involved fathers to promote gender equality and combat VAW.

In total nearly 50 companies involved in these two initiatives and started to develop their corporate policies regarding gender equality and combating GBV.
II. Objectives of the side-event:

The event will focus on UNFPA- Private Sector collaboration on promoting gender equality and combating GBV in Turkey. For the last five years UNFPA Turkey Country Office has been working with the private sector as the agents of change on Gender Equality, through two initiatives:

- Business against Domestic Violence: Private sector establishes corporate mechanisms to combat DV,
- Involved Fatherhood Programme: Private sector works with fathers to promote gender equality at workplace.

The event will address the backgrounds for two programmes, offer descriptions of the situation in Turkey as well as global situation regarding partnering with private sector on Promoting Gender Equality and Combating GBV, and provide insight on how companies deal with DV and support the employees through establishing corporate mechanisms. The event will also underpin the importance of involving fathers to promote gender equality policies within the corporate world.

Seeing private sector as agents of change on gender equality has been an important concept for the last decade and the importance arise with 2030 Agenda and the SDGs. Domestic Violence and not involvement of fathers for promoting GE are two important barriers before promoting gender equality within private sector. UNFPA Turkey Office through the global examples and participation of the national and international private sector companies wants to underline these two important barriers as a national experience to be a good example for other countries.

1. Underpinning the notion of Private Sector as Agents of Change on Gender Equality
2. Sharing the good examples and experience of Turkey on Multi Sectorial Collaboration (UN, Private Sector, NGO and University) on promoting gender equality and combating GBV through working with the Corporate World.

III. Topics to be addressed:

1. The background for the programme: Business against Domestic Violence (BADV)
2. A description of the situation in the country regarding BADV.
3. The background for the programme: Involved Fatherhood Programme (IFP)
4. A description of the situation in the country regarding IFB
5. The role of Private Sector on promoting GE and addressing DV
6. How to address GBV/DV and GE within Private Sector
7. Corporate Policies on GE and DV in Turkey
IV. Programme and format

The 1.15-hour session will consist of brief presentations by invited panelists, followed by a question and answer session.

Moderator:
Mr. Luis Mora, Head of Gender, Human Rights and Culture Branch, UNFPA HQ

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<td>08:15-08:20</td>
<td>Opening remarks by Luis Mora</td>
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<td>UNFPA &amp; Private Sector by Mariarosa Cutillo (UNFPA Strategic Partnership Branch Chief)</td>
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<td>08:30-08:45</td>
<td>Businesss against Domestic Violence Project and the film (Sabancı University, Ms. Sevda Alkan)</td>
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<td>BADV good practice – Garanti Bank (Tuğçe Kayaalp)</td>
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<td>09:00-09:15</td>
<td>Involved Fatherhood Programme (Mother Child Education Foundation, Ms. Nalan Yalçın)</td>
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<td>TÜSİAD Washington DC Representative (Mr. Barış Ornarlı)</td>
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