

**EVALUATION REPORT**  
**on**  
**HUMAN RIGHTS EDUCATION PROGRAM FOR**  
**WOMEN (HREP) FIELD IMPLEMENTATION**

**for the period**  
**January 1, 2013-December 31, 2015**

**Women for Women's Human Rights – New Ways (WWHR)**  
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**March 2016**

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## INTRODUCTION

Women for Women’s Human Rights-New Ways (WWHR) is an autonomous women’s organization that was founded to improve and enforce women’s human rights, promote sustainable gender equality, and combat all kinds of discrimination in Turkey and across the world. Ever since its inception in 1993, WWHR has continued to consistently work at the national and international levels through advocacy efforts, building solidarity networks, and activism.

The Human Rights Education Program for Women (HREP) is the most enduring, transformative, and holistic human rights education program in Turkey; it was developed for women by WWHR and has been implemented uninterruptedly since 1995. HREP is a legal literacy program with a gender equality perspective, and aims to empower women by enabling them to learn about and claim their rights in all areas—including constitutional and civil rights, sexual and reproductive rights, gender-sensitive parenting, violence and strategies against violence, economic rights, political rights, the right to organize, and others.

Formerly run in collaboration with the General Directorate for Social Services, HREP is currently implemented in collaboration with the Family and Social Policies Ministry, municipalities, and NGOs, and has reached over 13,000 women in 56 provinces in Turkey and in North Cyprus.

The HREP Evaluation Report was compiled based on detailed analyses of 607 Evaluation Questionnaires obtained from 100 HREP groups held by 26 group facilitators in 28 provinces (Ağrı, Adana, Adıyaman, Ankara, Antalya, Aydın, Batman, Bitlis, Bursa, Balıkesir, Çanakkale, Denizli, Diyarbakır, Eskişehir, Giresun, Hakkari, Hatay, İstanbul, İzmir, Karabük, Kırıkkale, Manisa, Muş, Muğla, Urfa, Trabzon, Yalova ve Van) and Nicosia between January 2013 and December 2015. During this period of time in total 1611 women have participated in the HREP groups.

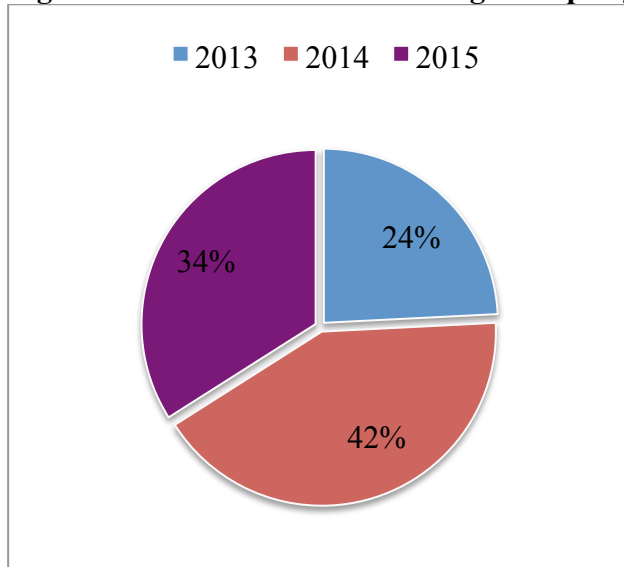
It features demographic information on HREP participants, such as age, education level, marital status, and employment status, as well as participants’ assessments of the training modules in terms of heading, content, implementation method, distributed handouts, and the group facilitator. Information on HREP’s transformative effect on participants, the changes participants wish to make in their lives by the end of the program and their future plans is also included in the report.

Where appropriate, current findings in the report are presented together with findings from the HREP Evaluation Study covering the period 2008-2010.

## A) General Information

The distribution of the questionnaires sent to WWHR after the HREP groups were completed during the 2013-15 period were 24.2%, 41.8%, and 34%, in 2013, 2014, and 2015 respectively. Of the respondents, 33.7% had participated in groups run by social workers and psychologists attached to the Family and Social Policies Ministry, while 66.3% had attended groups conducted by independent group facilitators employed at municipalities or a member of women's organizations.

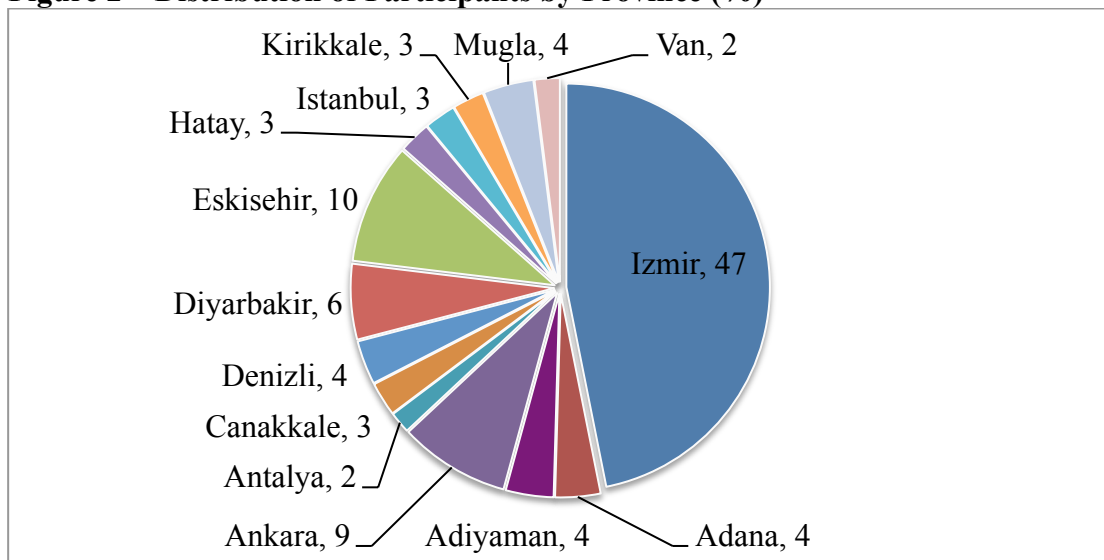
**Figure 1 – Distribution of Training Groups by Year (%)**



## B) Demographic Information

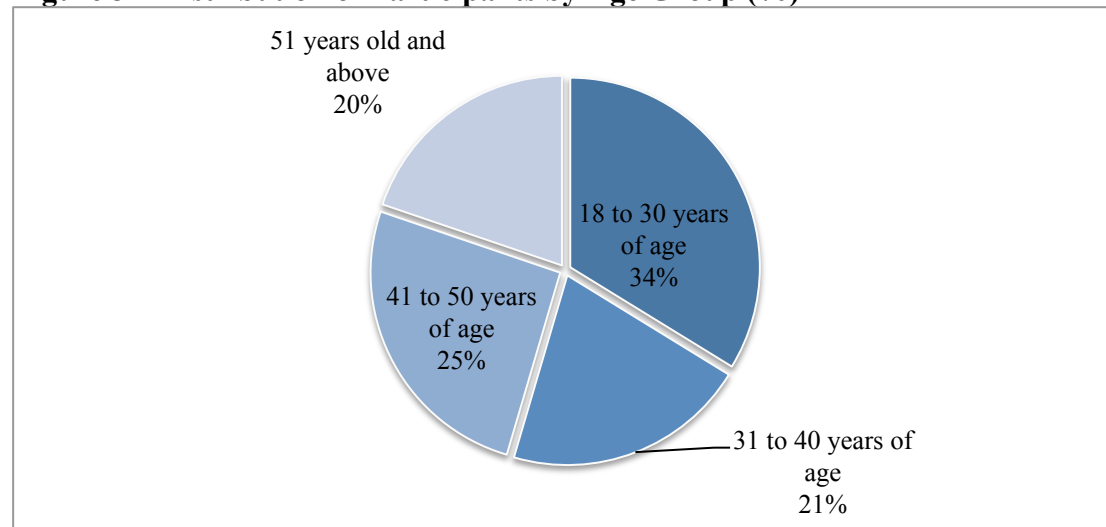
Almost half of the 607 questionnaires obtained from HREP groups completed in the 2013-15 period were from Izmir (47%). The questionnaires were distributed among provinces as follows:

**Figure 2 – Distribution of Participants by Province (%)**



**On average, HREP participants were 38 years old.** While 34% of the participants were between 18 and 30 years of age, 21% were between 31 and 40, and 25% were between 41 and 50.

**Figure 3 – Distribution of Participants by Age Group (%)**



When compared to the findings of the 2008-10 HREP Internal Evaluation Study, the present findings indicate that **the women reached during the 2013-15 period consist of a younger group compared to the profile of HREP’s previous participants.**

**Table 1 – Distribution of Participants by Age; Comparisons to Previous Data (%)**

AGE RANGE	2013-15 HREP participants (%)	2008-10 HREP participants (%)
18 to 30	<b>34</b>	13
31 to 40	21	<b>29</b>
41 to 50	25	<b>32</b>
51 and above	20	<b>26</b>
N:	161	143 <sup>1</sup>

Compared to the 2008-10 period, nearly three times more women in the 18 to 30 age range were reached in 2013-15. This notable finding shows that HREP reached younger women during this time.

**Table 2 – Distribution of Age Groups by Group Facilitator’s Institution (%)**

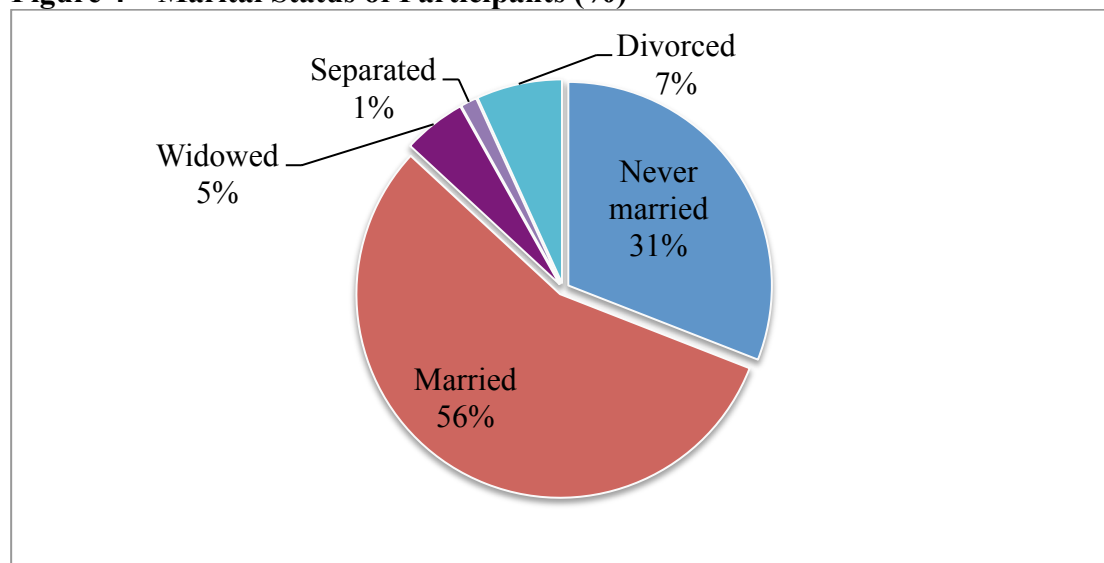
Age Groups	Groups run by facilitators attached to the Family and Social Policies Ministry	Groups run by facilitators attached to a municipality or women’s NGO
18 to 30	56.5	22.8
31 to 40	16.7	21.6
41 to 50	17.3	29.9
51 and above	9.5	25.6
N:	199	391

<sup>1</sup> A question on age was added to the HREP Evaluation Questionnaire at a later time. Only a small percentage of the questionnaires used in the 2008-10 Internal Evaluation Study contained the question age; hence, the number of participants who answered the age question is limited to 143.

Looking at the age range of the participants and the institutions that group facilitators are attached to, it appears that while participants were more or less evenly divided across age groups in groups run by what we call “independent” facilitators—those attached to municipal women’s centers and women’s NGOs—56.5% of the women reached by women attached to the Family and Social Policies Ministry were in the 18 to 30 age group.

Average age at marriage was 23 for HREP participants during the 2013-15 period, and they had been married for 21 years on average. Of the respondents, 56% were married, while 31% had never married.

**Figure 4 – Marital Status of Participants (%)**

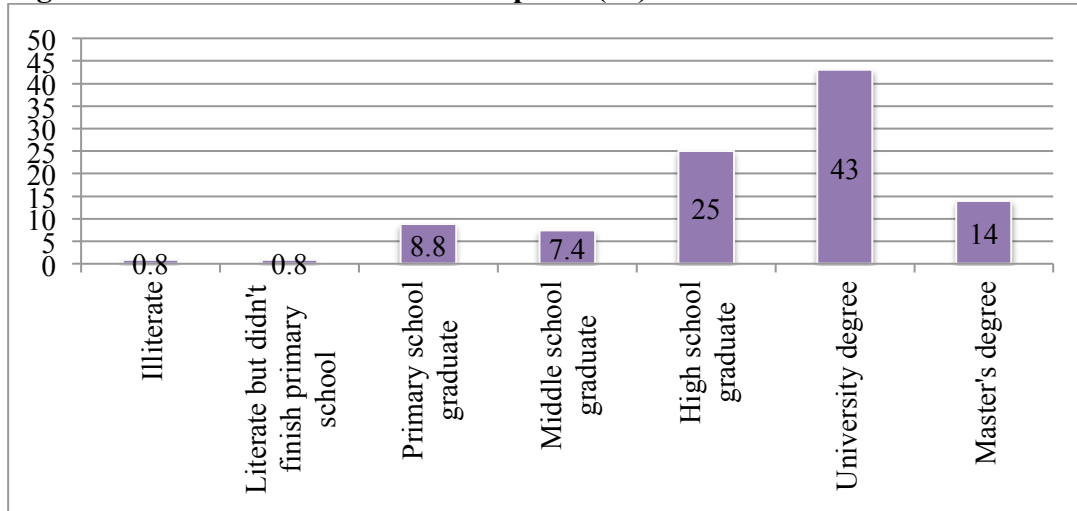


**Table 3 – Distribution of Participants by Marital Status; Comparisons to Previous Data (%)**

Marital Status	2013-15 HREP participants (%)	2008-10 HREP participants (%)
Never married	31	32
Married	56	63
Widowed	5	1
Divorced	7	4
Separated	1	0
N:	600	1242

While the proportion of women who had never married were similar in both the 2013-15 and the 2008-10 periods (31% and 32%, respectively), the rise in the divorce rate among participants is consistent with the rising divorce rate in Turkey. In addition, while only 4% of women had been divorced or separated in the 2008-10 period, this rate doubled to 8% in the 2013-15 period.

**Figure 5 – Education Level of Participants (%)**



In the 2013-15 period, 25% of the women reached via HREP were high school graduates, and 57% had an undergraduate or graduate degree. These figures are much higher than the average rates for Turkey. According to the Turkish Statistical Institute (TUIK; www.tuik.gov.tr), 14.4% of women graduated from a high school or equivalent institution in 2014, while 10.7% received a university degree.

**Table 4 – Employment Status of Participants (%)**

	%
I am gainfully employed	27.5
I am not gainfully employed	72.5
N:	585

Only 27.5% of the participants said they earned an income by working from home or as a part of the labor force. Although this finding is quite close to women's rate of participation in the labor force in Turkey (which was 33% in 2015 according to TUIK data), it is still a rather low figure given the high education level of the HREP participants.

### **C) Evaluation of HREP Modules**

*After HREP, I learned to live for myself; to value myself and let go of the past; to be a self-confident person who likes herself. I'm going to take the university exam, I've been attending drama classes, I'll continue to better myself.*

Excerpt from an Evaluation Questionnaire

HREP participants seem to find the modules on women's human rights and communication the most beneficial.<sup>2</sup> While still beneficial, the Feminism and Women's Movements module appears to have been somewhat less useful than other modules.

<sup>2</sup> All modules were ranked on a three-point scale, where respondents selected one of these expressions: "Very beneficial," "Somewhat beneficial," and "Not at all beneficial." Since respondents who said "Not at all beneficial" were between 1% and 3%, this was not reported.

**Table 5 – Evaluation of HREP Modules (%)**

	Women’s Human Rights	Constitutional and Civil Rights	Violence and Strategies against Violence	Communication	Economic Rights	Women and Sexuality
Very beneficial	<b>92</b>	90	88	<b>92</b>	90	87
Somewhat beneficial	8	10	12	8	10	12

	Reproductive Rights	Gender Sensitive Parenting	Women and Politics	Feminism and Women’s Movements	Women Organizing
Very beneficial	87	89	84	85	89
Somewhat beneficial	13	11	16	13	10

**Table 6 – Evaluation of HREP Modules According to Education Level (%)<sup>3</sup>**

Education Level	Women’s Human Rights	Constitutional and Civil Rights	Violence and Strategies against Violence	Communication	Economic Rights	Women and Sexuality
Middle school	<b>100</b>	<b>100</b>	<b>90</b>	<b>97</b>	<b>98</b>	<b>87</b>
High school	<b>99</b>	<b>96</b>	<b>95</b>	<b>96</b>	<b>95</b>	<b>94</b>
University	89	87	83	89	82	81
Master’s degree	88	80	85	90	92	85

Education Level	Reproductive Rights	Gender Sensitive Parenting	Women and Politics	Feminism and Women’s Movements	Women Organizing
Middle school	87	<b>97</b>	<b>82</b>	81	<b>95</b>
High school	<b>94</b>	<b>96</b>	<b>94</b>	<b>95</b>	<b>98</b>
University	81	83	79	<b>83</b>	85
Master’s degree	89	82	80	74	81

<sup>3</sup> Only the percentages of those who said “Very beneficial” were reported for all education levels.

A higher percentage of middle school and high school graduates found many of the modules “very beneficial.”

**Table 7 – Evaluation of HREP Modules According to Participants’ Age Group (%)**<sup>4</sup>

Age Group	Women’s Human Rights	Constitutional and Civil Rights	Violence and Strategies against Violence	Communication	Economic Rights	Women and Sexuality
18 to 30	86	85	81	87	87	82
31 to 40	<b>96</b>	<b>94</b>	<b>92</b>	<b>98</b>	<b>91</b>	<b>94</b>
41 to 50	94	93	89	94	86	86
51 and above	95	89	93	94	<b>91</b>	89

Age Group	Reproductive Rights	Gender Sensitive Parenting	Women and Politics	Feminism and Women’s Movements	Women Organizing
18 to 30	87	80	77	73	80
31 to 40	87	94	85	<b>93</b>	93
41 to 50	86	88	<b>89</b>	89	92
51 and above	<b>90</b>	<b>95</b>	84	89	<b>95</b>

A higher percentage of participants in the 31 to 40 age group found many of the modules “very beneficial.” It is worth noting that the percentage of participants in the 18 to 30 age group who found the modules “very beneficial” was lower compared to the older age groups. The content and methods of the modules, the handouts, the documentaries shown, and the group facilitators were also assessed in the context of this study.<sup>5</sup> **Of the participants, 88% ranked the group facilitators as being “very good.”**

**Table 8 – Evaluation of Content, Methods, Materials, Documentaries, and the Group Facilitator (%)**

	Content	Methods	Materials	Documentaries	Group Facilitator
Very good	74	72	74	68	<b>88</b>
Good	24	25	23	24	10
Average	1	2	3	8	1

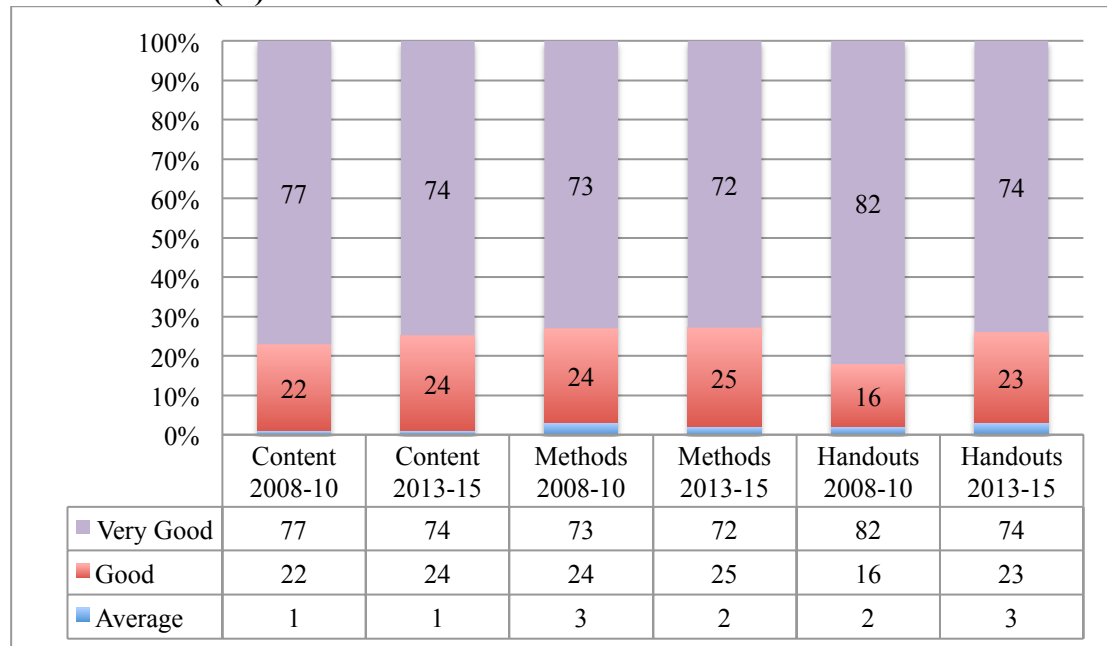
<sup>4</sup> Only the percentages of those who said “Very beneficial” were reported for all age groups.

<sup>5</sup> Program content, methods, materials, documentaries, and the group facilitator were assessed on a five-point scale, where respondents selected one of the following: “Very good,” “Good,” “Average,” “Bad,” and “Very bad.” Since those who said these were “Bad” or “Very bad” were at most 1%, this was not reported.



Over 70% of the participants said the content of the training, and the methods and materials used, were “very good.” While the rate of respondents who said the group facilitators were “very good” was high at 88%, those who found the documentaries “very good” was lower at 68%. Reasons for why the documentaries were not ranked as high include technical problems that arose during showing, not having enough time during the group session to watch them, and the need to update and renew the available documentaries (in particular, the *Purple Series*).

**Figure 6 – Evaluation of Content, Methods, and Materials; Comparisons to Previous Data (%)<sup>6</sup>**



Participants in both the 2008-10 period and the 2013-15 period similarly rated HREP’s content and methods as either “very good” or “good.” In contrast, while 82% of the participants said the materials/handouts were “very good” during the 2008-10 period, this figure was 74% in the 2013-15 period.

**D) HREP’s Transformative Effect on Participants**

*I learned about women’s presence in the world; that women are important, strong, and can do many different things; I learned about gender equality and the rights I have due to the fact that I am human. These are all important so that women can be informed about everything; so that they are not oppressed and can make their voices heard.*

Excerpt from an Evaluation Questionnaire

To examine HREP’s transformative effect, the Evaluation Questionnaire included two open-ended questions on this matter:

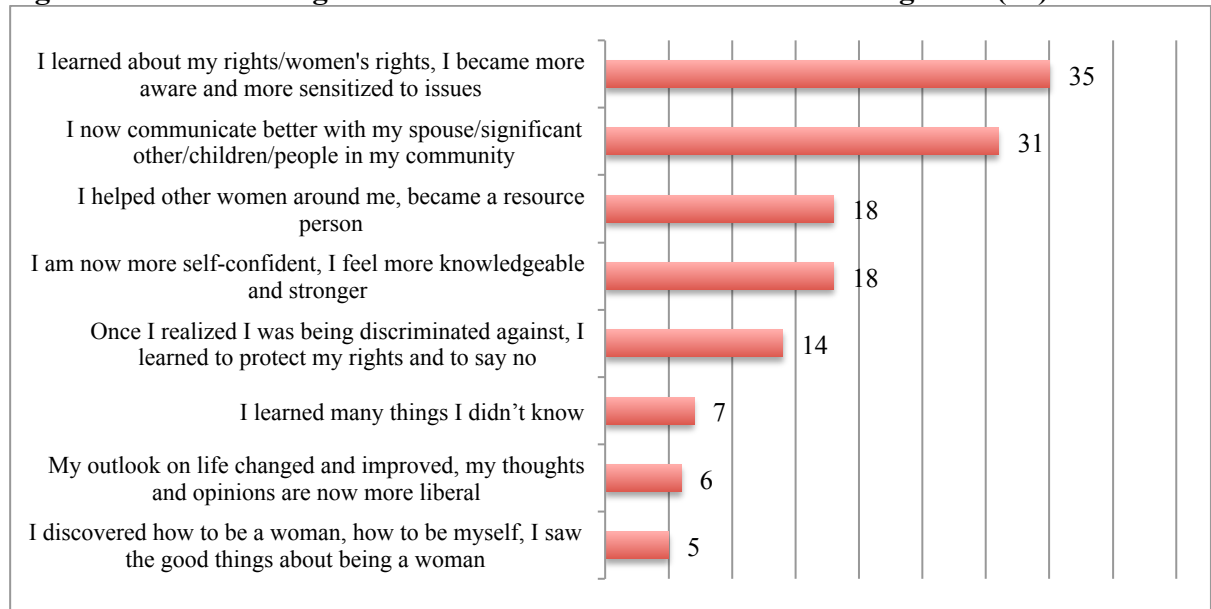
- *What changed in your life as you attended this program?*

<sup>6</sup> Because respondents were not asked to assess the documentaries and the group facilitator separately in the 2008-2010 questionnaires, it was not possible to make comparisons on the basis of these issues.

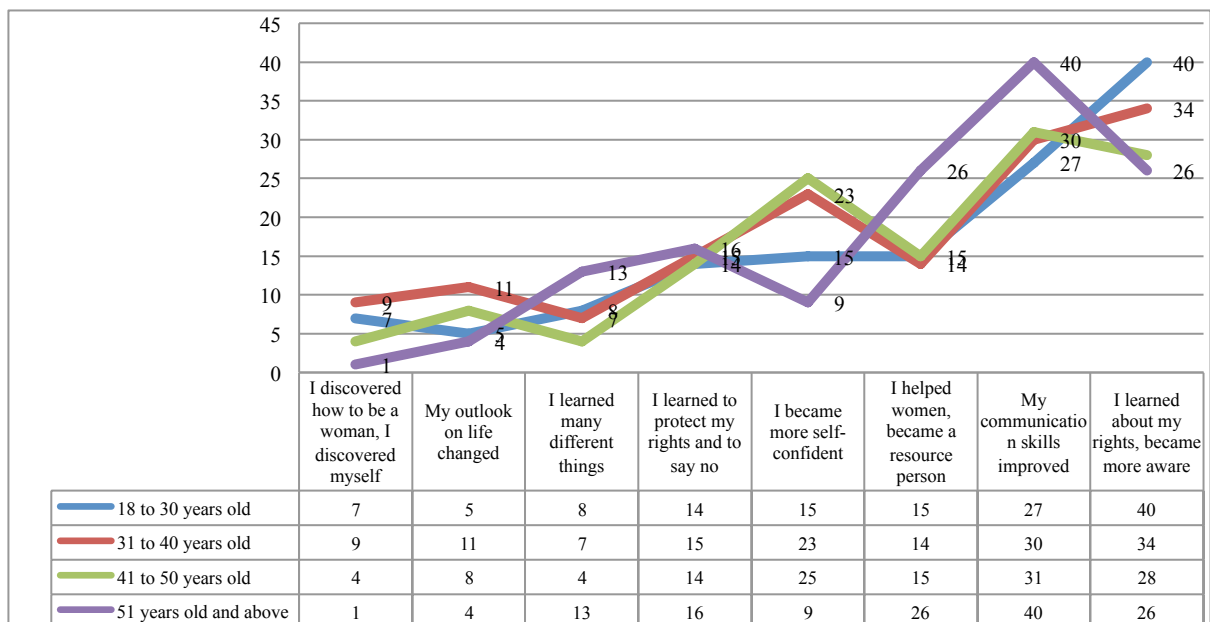
- Are there any changes you plan to make in your life as a result of this program?

First, a code key was generated on the basis of the responses provided. Next, all responses were coded on the basis of this key and converted into numeric values.

**Figure 7 – What Changed in Your Life as You Attended This Program? (%)**



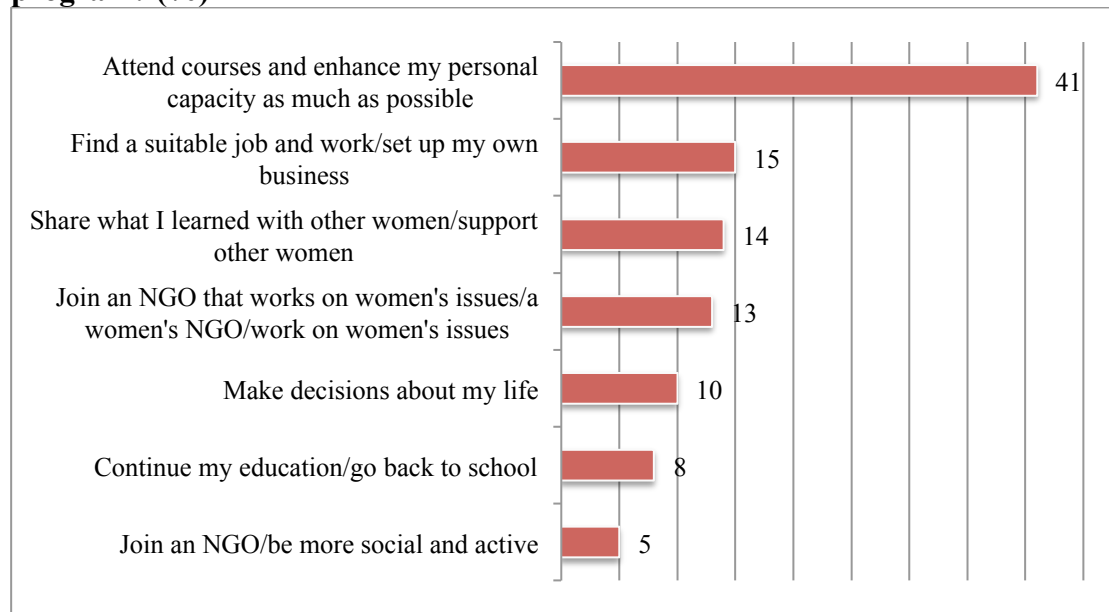
**Figure 8 – What changed in your life as you attended this program? Responses by Age Groups**



Of the participants, 35% responded to the question “What changed in your life?” by saying, “I learned about my rights,” “I learned about women’s rights,” “I became more aware,” and “I became more sensitive to women’s issues.” Meanwhile, about one-third of the participants emphasized that their communication skills improved during the program.

When analyzed according to age group, the findings show that learning about their rights was most important for the 18 to 30 groups, while participants 51-years-old and above underlined the significance of improved communication skills and becoming a resource person in their community. Developing a broader outlook on life and gaining back their self-confidence were also highlighted by both the 18 to 30 and the 31 to 40 group.

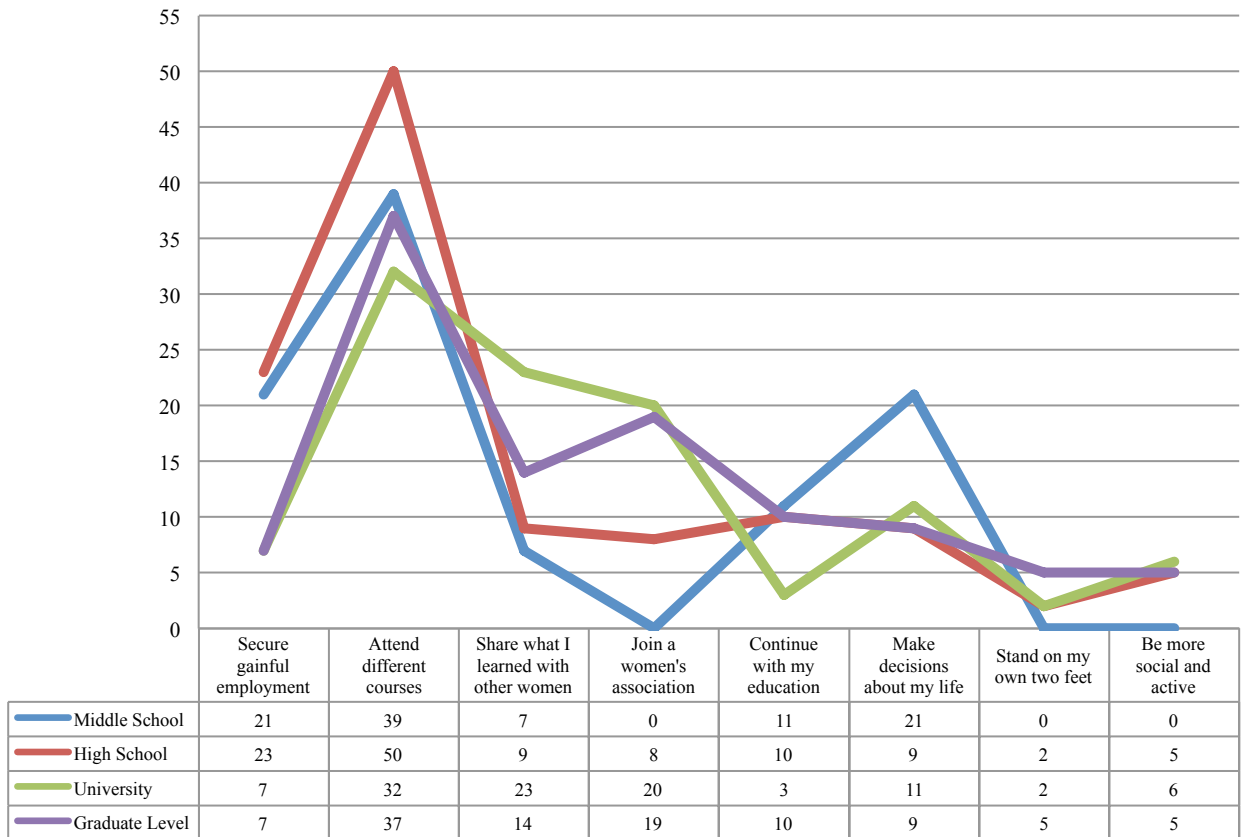
**Figure 9 – Are there any changes you plan to make in your life as a result of this program? (%)**



When asked, “Are there any changes you plan to make in your life as a result of this program?” some 40% of the participants said they planned to continue attending different courses to enhance their personal capacity as much as possible. Other future plans included finding a suitable job and working (15%), sharing what they learned with other women (14%), and joining an association that works on issues related to women or working on women’s issues (13%).

Analyses of the findings by age group showed that while finding a job was more important for middle school and high school graduates, joining a women’s association or working on women’s issues came to the fore more among participants with a university or master’s degree. Participants who said they wanted to make decisions about their lives were mostly middle school graduates, and those who wanted to attend different courses were mostly high school graduates.

**Figure 10 – Are there any changes you plan to make in your life as a result of this program? Responses by Education Level**



## **E) RESULTS and RECOMMENDATIONS**

HREP Evaluation Report was compiled based on detailed analyses of 607 evaluation questionnaires obtained from 100 groups held by 26 group facilitators in 28 provinces between January 2013 and December 2015. Almost half of the questionnaires were from HREP groups held in Izmir. Respondents were, on average, 38 years old and over half were married (56%) while a third (31%) had never been married.

Compared to the 2008-10 Evaluation Study, the women reached during the 2013-15 period were a younger group. In particular, almost 57% of the women reached by group facilitators attached to the Family and Social Policies Ministry were in the 18 to 30 age group. If possible, it should be examined whether this was a conscious decision by these facilitators, for this is important information with regards to planning future HREP groups.

HREP participants seem to find the modules on women's human rights and communication the most beneficial. While still beneficial, the Feminism and Women's Movements module appears to have been somewhat less useful than other modules. A higher percentage of middle school and high school graduates found many of the modules "very beneficial." However, 57% of the women HREP reached in the 2013-15 period had an undergraduate or graduate degree.

To become even more effective, some recommendations might be for HREP to either specifically target middle school and high school graduates who are over 30 years of age, or better, to review the content and structure the program in a way that is more attractive to and more likely to be internalized by women who have an undergraduate or graduate degree.

Concurrent with the content review, it would be useful to also review the handouts and documentaries, because while 82% of the respondents thought the handouts were "very beneficial" in the 2008-2010 period, this figure was 74% in the 2013-15 period. Updating and if possible, enriching the written and visual materials would be important steps toward further boosting program efficiency.

Although HREP was developed 21 years ago, it is still relevant for women of all ages and all education levels. Each participant takes away different things from the program; HREP affects each woman in different ways. While learning about their rights was most important for the 18 to 30 age group, participants who are 51 years-old and above underlined the significance of improved communication skills and becoming a resource person in their community.

Some of the things women planned to do after the program was over differed by education level; finding a job was more prevalent among middle school and high school graduates, while joining a women's association or working on women's issues came to the fore more among participants with a university or master's degree.

All these findings once again show that HREP is an effective and sustainable program, that it is relevant to all women, and that it is empowering to women, although different women benefit from it in different ways.