

Developing Women Empowerment Models in Manufacturing Industry Project



This programme is financed by the European Union and the Republic of Türkiye

Aim of the Project

The "Developing Women Empowerment Models in the Manufacturing Industry" project, implemented by the Turkish Confederation of Employer Associations (TİSK) and UNDP Türkiye with the support of the Ministry of Industry and Technology (MoIT), and funded by the European Union. The project aims to support women in the manufacturing industry with upskilling and reskilling programs in alignment with the jobs of the future, while also providing examples and developing replicable models to address companies' twin transformation needs.

Target Groups

The target groups of the project have been determined as companies operating in the manufacturing industry, women who have graduated from STEM (Science, Technology, Engineering and Mathematics) fields (change agents) and operators/field workers. In addition, all project activities have been carried out in close coordination and cooperation with the identified stakeholders. Priority stakeholders in the pilot provinces include organizations such as Chambers of Industry and Commerce, Organized Industrial Zone (OIZ) managements, TİSK member unions, universities, and sector associations.

Women's Empowerment, Green and Digital Transformation

TARGET GROUPS	Manufacturing Industry	Women in Green and Digital Transformation: 200 Change Agents 200 Operators 100 Mentors	100 Companies
	Current Situation Analysis and Needs Assessment: Field research conducted with 2,000 companies, 800 university students, and 200 institutions	Technical and practical training programs designed to enhance women's competencies in green and digital skills	Assessment of companies' maturity levels for green and digital transformation
IMPLEMENTED ACTIVITIES	Roadmaps for companies for green and digital transformation	Employment opportunities, mentorship support, and knowledge/experience sharing	Employment support
		Raising awareness and fostering active engagement in the change process	Awareness-raising to foster inclusive and equitable work environments

İmalat Sanayinde Kadınların Güçlenmesine Yönelik Model Geliştirme Projesi
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SUPPORTS PROVIDED WITHIN THE SCOPE OF THE PROJECT

Companies

Digital transformation (SIRI) maturity assessments were conducted in 100 companies, while sustainability (COSIRI) maturity assessments were carried out in 25 companies. These companies were selected by MEXT and project partners, and corresponding transformation roadmaps were developed. Within the project, women trained through a specially developed curriculum—referred to as “Change Agents” and “Operators”—are employed in these companies, actively contributing to the transformation process. During the 12-month employment period, salary support is provided to companies for the Change Agents and Operators.



Change Agents

200 women graduates from STEM fields—referred to as “Change Agents”—receive comprehensive, tailored training on digitalization and sustainability, accompanied by financial support during the training period. Upon completion of this program, implemented by MEXT, participants are employed in project-participating companies, where they actively contribute to transformation process while benefiting from mentorship, experience sharing, and peer-learning opportunities.

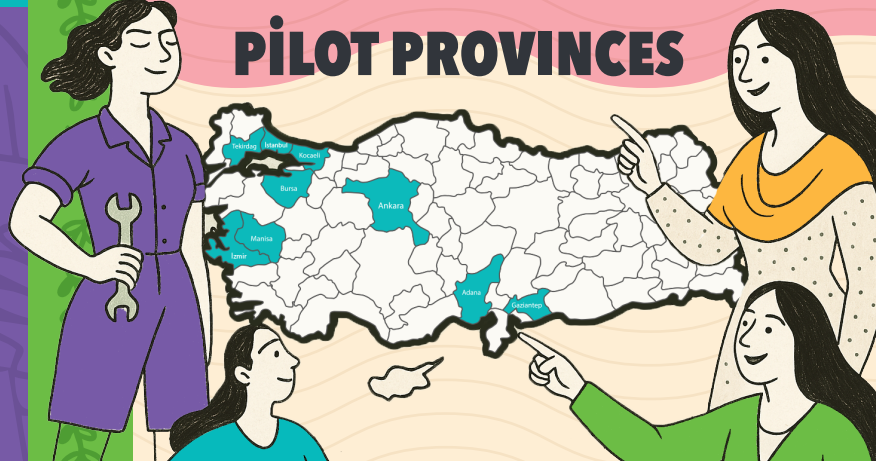


Operators

Within the project, comprehensive digital and sustainability training programs are delivered to a total of 200 “Operator” women through a project-specific curriculum, with financial support provided throughout the training period. Of these 200 Operators, 100 are selected from women blue-collar workers already employed in project-participating companies, while the remaining 100 are job-seeking women. Upon completion of the training program, Operator women are offered employment opportunities within these companies. During their employment, they also benefit from peer-learning and experience-sharing opportunities.



PILOT PROVINCES



SIRI and COSIRI applications

The SIRI application, developed in collaboration with expert organizations, is globally recognized and accredited by the World Economic Forum (WEF). It provides companies with a detailed analysis across ten key areas, including organization, strategy, corporate culture, processes, and technology. The COSIRI application, on the other hand, is utilized for companies' sustainability and green transformation efforts. Both applications enable the preparation of customized roadmaps that prioritize the areas companies should focus on to become future-ready and sustainable producers. Within the project, detailed digital and sustainability maturity assessments of beneficiary companies are conducted by the MEXT Technology Center, established under the umbrella of the Turkish Employers' Association of Metal Industries (MESS).

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