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SUBPROJECT REPORT

ON

**COORDINATION OF FAMILY PLANNING ACTIVITIES
BETWEEN TURKISH NGO'S AND MOH**

JOINTLY IMPLEMENTED BY RONCO AND FAMILY PLANNING ASSOCIATION

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EXECUTIVE SUMMARY

Recently there has been a proliferation of interest for family planning in the private sector in Turkey. Although NGOs could be a strong and reliable private sector channel for implementation of family planning activities, there is also the tendency for competition to emerge among them. Such actions could create gaps in services and/or duplication of effort.

The purpose of this subproject is to accelerate the coordination of family planning activities among Turkish NGOs and the MOH. The activities of the subproject included a meeting of policy makers and program directors and a workshop for mid-level program managers from the MOH and Turkish NGOs.

Eight policy-makers and program directors from three Turkish institutions attended the first meeting which was coordinated by the central office of the Family Planning Association of Turkey (FPAT) in Ankara. The three institutions, including the Ministry of Health, unequivocally concurred on the issue of collaboration in their programs. The participants selected provinces for future joint activities and identified specific areas for collaboration. These include public education, development of educational materials, and implementation of activities.

Twenty-seven participants from the three institutions attended the workshop held in Kizilcahamam. Program achievements highlighting collaborative efforts in the six branch offices of the FPAT (under a previous subproject with the FPAT) were presented. With support from these branches as well as from the MOH and TFHPF, participants from four other branches developed skeleton proposals for possible funding under PAC IIb.

INTRODUCTION

The Family Planning Association of Turkey (FPAT) was established in the mid-sixties and is comprised of the central office and 26 branch offices located throughout the country. The purpose of the Association is to:

- o Promote awareness and develop a greater sense of involvement and acceptance of family planning methods among women, men and influential groups;
- o Support government efforts in family planning; and
- o Develop innovative FP service delivery and outreach models for future activities of the FPAT, as well as related governmental and non-governmental agencies.

FPAT, as an IPPF-affiliate, receives funds from the IPPF. However, the modus operandi of FPAT calls for funds to be channeled from other sources to FPAT through specific projects. For instance, FPAT has implemented several projects including the Six-branch Reactivation Project, and the Family Planning Education project for industrial workers, religious leaders and vocational teachers. Family counseling is provided by volunteer professionals to men and women on an individual basis and group counseling sessions are conducted with university students. Monies for these project activities come from different sources such as ILO, UNFPA, and USAID (through RONCO Consulting Corporation).

During the visit of RONCO staff in March of 1989, FPAT presented a proposal to extend the previous subproject supported by RONCO to six new branches. Within this milieu, the concept of collaboration with other NGO's and the MOH was introduced. A subproject proposal that hinges on bringing together currently active Turkish NGOs and the MOH to discuss possible ways of collaborating with each other and the government is presented in Appendix 1.

The two-activity subproject was implemented between May and June of 1989. Dr. Sogunro, who was in the NENA region at the time, provided technical assistance for the implementation of the two activities. Activity I was a meeting of project directors and policy-makers of the representative institutions. The purpose of this meeting was to initiate a dialogue on feasibility of joint project implementation in the field of family planning. Another task was to identify sites or provinces where this joint effort could be experimented. Activity II, attended by field officers and branch volunteers, carried further in greater detail the opportunities identified by participants of Activity I. What follows is an account of the two activities.

ACTIVITIES

Activity I: Coordination at the Central Level.

This activity was held on May 22, 1989. Below is an account of the sessions held.

AGENDA

1. Welcome and Introduction.
2. Presentation of objectives of meeting.
3. Presentation of activities and work plans of:
 - o Family Planning Association of Turkey (FPAT);
 - o Turkish Family Health and Planning Foundation (TFHPF); and,
 - o Ministry of Health (MOH).
4. Lunch
5. Identification of individual institutions' skills and areas of expertise.
6. Identification of areas for possible collaboration.
7. Selection of "test" provinces for possible collaborative efforts.
8. Identification of international funding and technical assistance agencies.
9. Summary and recommendations.

1st Meeting of FPAT-RONCO CONSULTING CORPORATION
22 MAY 1989

ANKARA

PARTICIPANTS

Health Ministry : Nuran USTUNOGLU

Turkish Family Health
& Planning Foundation: Yasar YASER, Executive Director

Family Planning
Association of Turkey: Dr.Tandogan TOKGOZ, Secretary General
Prof. Dr. Sema KUT, Member of the EB
Mr.Sabahattin ALPAT, Member of the EB
Ms. Ulku ONGUN, Member of the EB
Dr. Semra KORAL, General Director
Pinar GUCEL, Ass. General Director

After meeting chairman Dr. Tokgoz welcomed the participants, he outlined the meeting objectives as follows:

1. Increase collaboration among voluntary organizations for the purpose of delivering more efficient family planning services,
2. Develop strategies and work plans in the voluntary organizations' areas of activity in order that they may be complementary
3. To take advantage of the experiences of each other to enhance the level of family planning services.

CONCLUSION

* Selection of provinces for future activities based on certain criteria

* Preparation of work plans for activities to be carried out in these provinces

Activities of the Organizations

Health Ministry representative Nuran Ustunoglu after delving on the objectives, targets and strategies of the Ministry indicated that they had a positive approach to all kinds of collaboration with voluntary organizations. She also stated that in collaboration with voluntary organizations, they preferred fields related to education.

Foundation representative Yasar Yaser also approached Ministry, Foundation and FPAT collaboration positively. He indicated that better results would be received from work carried out in collaboration.

He further briefly referred to the Foundation activities and the success of the communications project they had carried out, emphasizing the importance of collaboration in the field of education.

FPAT General Director also outlined FPAT activities and emphasized the importance of collaboration.

MAJOR FIELDS OF ACTIVITY

Ministry of Health

- 1) In-service training
- 2) Public education
- 3) Implementation
- 4) Development of educational materials
- 5) Personnel training

Turkish Family Health and Planning Foundation

- 1) Audio-visuals
- 2) Public education
- 3) Implementation
- 4) Development of educational materials

Family Planning Association of Turkey

- 1) Public education
- 2) Implementation
- 3) Development of educational materials

AREAS OF FUTURE COLLABORATION

The three organizations determined the following fields for collaboration in the future:

Public education
Implementation
Development of educational materials

Provinces for Collaboration

In discussions that followed, the Ministry and Foundation recommended the provinces of Diyarbakir, Mardin, Adiyaman, Urfa, Kahramanmaras and Siirt as the sites of future collaboration.

From among the above, Diyarbakir, Mardin, Adiyaman and Urfa were selected as the pilot activity provinces.

It was decided that the project duration would be four years and the first phase would start in Diyarbakir and Urfa in 1990, the second phase in Adiyaman and Urfa. It was also decided that the project draft be prepared in October and submitted to foreign institutions for financing.

To maintain contact among meeting participants, Nuran Ustunoglu from the Health Ministry, Yasar Yaser from the Foundation and Dr. Semra Koral from FPAT were designated as the contact persons.

Institutions recommended for financing

The following institutions were recommended as possible financiers for the project to be prepared:

- 1) Center for Development and Population Activities
- 2) John Snow, Inc.
Family Planning Logistics Management Project
- 3) JHPIEGO
- 4) John Short and Associates, Inc.
- 5) RONCO Consulting Corporation

* * *

Comments on meeting of 22 May 1989:

Dr. Tandogan Tokgoz, FPAT Secretary General

The meeting has achieved its objective and a decision has been taken for collaboration between FPAT, MOH and TFHPF. It is our wish that this materializes as soon as possible.

Dr. Semra Koral, FPAT General Director

I consider it very important as the first collaboration-oriented meeting between MOH, TFHPF and MOH. Very important decisions for the future were taken. Implementation of the project draft to be prepared will be the most important output of the meeting.

Pinar Gucl, FPAT Assistant General Director

The general outline of a project to be implemented by collaboration of official and voluntary organizations in the four provinces decided was discussed. Collaboration will be attempted at the top level on the basis of available resources.

Ulku Ongun, FPAT CO Executive Board Member

It was agreed in principle to draft a project covering the southeastern provinces (Diyarbakir, Mardin, Urfa and Adiyaman) for collaboration of MOH, FPAT and TFHPF. It will be a 4-5 year project, the first year in Diyarbakir, Urfa and the following year in Mardin, Adiyaman. Family planning application services will be delivered on a tripartite basis as agreed.

Prof Dr Sema Kut, FPAT CO Executive Board Member

MOH, TFHPF and FPAT delivering family planning education and application services collaboratively in the southeastern provinces has been approved as a positive initiative.

Sabahattin Alpat, FPAT CO Executive Board Member

Collaboration between MOH, TFHPF and FPAT will also be a very useful initiative for the future.

Nuran Ustunoglu, MOH MCHFP GD, Director of public education

In general, the importance of collaboration between MOH and voluntary organizations was emphasized and contributions of the foundation and association to a joint project to be undertaken at the development-priority provinces were determined.

Yasar Yaser, TFHFP Executive Director

1. Education/training of the people and health personnel jointly by the foundation, association and ministry at 4 four eastern and southeastern provinces (Adiyaman, Urfa, Diyarbakir, Mardin);

2. Education at the gecekondu (squatter) districts of Istanbul, Izmir and Bursa.

PRE-WORKSHOP ACTIVITY: Recruitment of Participants for the Next Meeting.

Mr. Tuncer Pamir, FPAT Assistant Director for Administration, visited several provinces in May, 1989. The purpose of the visits was to recruit participants for the workshop in Kizilcahamam. Working within the existing structure, the MOH and FPAT, Mr. Pamir identified persons holding key positions in their institutions who could influence changes (role models, change agents etc.) in their respective communities. The selected persons include provincial health directors, MCH/FP directors and community leaders. Subsequently, Mr. Pamir briefed these workshop would-be participants on the overall goal and objectives as well as the proposed outcomes. Following is a report of his visit.

PRELIMINARY STUDIES ON
COLLABORATION BETWEEN THE MINISTRY OF HEALTH
VOLUNTARY ORGANIZATIONS IN
FPAT-RONCO COORDINATION

To carry out the preliminary studies on collaboration between the Ministry of Health and Voluntary Organizations in the field of family planning education and application services I departed the morning of 16 May 1989, Tuesday, with card (license plate 06 F 1641) belonging to FPAT.

The purpose of this visit was to recruit volunteers for the 2nd meeting to be held in Kizilcahamam, assess the branches' problems on the site, their capacity and outline to them activities of the Central Office.

DIYARBAKIR

A meeting was held with Health Director Surgeon Dr. Seyfettin Sonmez, Assistant Director Dr. Ufuk Aytac and Dr. A. Tevfik Serdar Sarac from MCHFP. Visits were paid to Dr. Nihal Bayoba, Director of Founders, Prof. Ersen Ilcin, Psychologist Emine Cizreli and Dr. Iskenderu Aksen.

1. Health Director Surgeon Dr. Seyfettin Sonmez
2. MCHFP Center Dr. A. Tevfik Serdar Sarac
3. Representing the branch Psychologist Emine Cizreli

are to attend the meeting.

Note: Since the governor's wife Mrs Ayla Bulut was in Ankara, she could only be contacted by phone. It was learned that she could only come for one day (30 May) due to previous commitments.

MARDIN

Talks were held with Health Director Dr. Kubilay Gurcan Civaner, assistants Dr. Celal Abakay, Servet Manas, Dr. Halil Gurkan Karabulut from the MCHFP Center; Sedat Ayanoglu, Yasar Bekin, Fatos Mungan, Nazire Ansin from the branch.

1. Health Director Dr. Kubilay Gurcan Civaner
2. MCHFP Center Dr. Halil Gurkan Karabulut
3. From branch Sedat Ayanoglu
4. From Branch Yasar Bekin

are to attend the meeting.

URFA

Talks were held with the governor's wife Hatice Karacan, Assistant Health Director Dr. Abdulaziz Akil (there is no health director), Dr. Yildiz Ekmek from the MCHFP Center and volunteer Mihriban Seunay.

1. Assistant Health Director Dr. Abdulaziz Akil
2. MCHFP Center Dr. Yildiz Ekmek
3. Branch volunteer Mihriban Sunay

are to attend the meeting.

ADYAMAN

Talks were held with Health Director Dr. Sabri Tas and Dr. Tulay Mersinli from the MCHFP Center.

The Health Director comes from one of the old, distinguished families of Adiyaman. He is wholeheartedly devoted to the cause of family planning.

After our talks, he indicated that volunteers could be recruited.

1. Health Director Dr. Sabri Tas
2. MCHFP Center Dr. Tulay Mersinli

will attend the meeting.

During the trip, the Kayseri and Van branches on the route were also visited.

Activity II: Coordination at the Provincial Level

The workshop was held in Kizilcahamam from May 29 to 31, 1989. Below is a detailed account of the workshop.

AGENDA

Monday

- 09.00 Opening
- 10.30 Presentation of Meeting Objectives
- 10.45 Burdur Branch Presentation
 Antalya Branch Presentation
- 12.30 Lunch
- 14.00 Isparta Branch Presentation
 Adana Branch Presentation
- 15.45 Break
- 16.00 Iskenderun Branch Presentation
 Mersin Branch Presentation
- 17.45 Summary of the Day

Tuesday

- 09.00 Assessment of Problems at the 6 New Provinces
- 10.30 Break
- 10.45 Assessment Continued
- 12.30 Lunch
- 14.30 Small Group Work
 Summary of the Day

Wednesday

- 09.00 Presentation of Branches' Group Work
- 10.30 Break
- 10.45 Presentation Continued
- 13.00 Closing

PROJECT OBJECTIVES

1. Determination of local needs for project planned to start in 1990
2. Develop strategy and work plan for project
3. Determine principles of collaboration among official and voluntary organizations in framework of the work program
4. Establish the important points in the TAPD-ROMCO 6 Provinces Project as examples of collaboration

POINTS TO BE TAKEN INTO CONSIDERATION IN BRANCH WORK

1. At the initial stages of establishment, provincial health directorate personnel and/or governors' wives can assume leadership.
2. Recruitment and training of volunteers in the shortest possible time.
3. Collaboration with other related organizations (official + volunteer).
4. Assessment of provincial needs and priorities, determination of long and short term targets.
5. Assessment of personnel, materials-equipment, building (facilities) and financial situation.
6. Development of annual and three year plans and programs.
7. Division of labor among branch staff.
8. Determination of fields and principles governing collaboration between official and voluntary organizations.
9. Implementation and evaluation.

* * *

Questions for Group Work

Group Work

1. List the provincial problems related to family planning in order of priority.
2. Determine the voluntary organizations providing family planning services in the province.
3. Group the problems according to the following means of resolution:
 - a. Education
 - b. Service Delivery
 - c. Materials/Equipment
4. Develop a project to be carried out in collaboration with official and voluntary organizations.

Determine the:

- a. Work strategy
- b. Work plan
- c. Principles of collaboration
- d. Division of labor among organizations
- e. Resources (manpower, materials/equipment, premises, finances)

G R O U P W O R K

ADİYAMAN

BURDUR
MERSIN
T. PAMIR

1

DIYARBAKIR

ISKENDERUN
INCI MUBAREK
ULKU ONGUN

2

ADANA

ISPARTA
SANLIURFA
N. USTUNOGLU

3

ANTALYA

BALIKESIR
MARDIN
F. YILDIZ

4

PARTICIPANTS' PROFILE

Twenty-three participants from various walks of life - physicians, an accountant, a dentist, and teachers - attended the workshop in Kizilcahamam. 60% of them were male. Fourteen (14) of the participants were from private voluntary organizations. 80% of the participants were between the ages of 26 and 45. Three were over fifty years of age. Six of the participants have over 10 years of experience working in family planning while 5 have no experience at all in family planning.

96% of the participants said that the objectives of the workshop were achieved. Below is the distribution of the participants to the following question:

How did you benefit from this meeting? (More than one response can be checked)

80% Had an opportunity to share my own experience in family planning with and benefit from the work they were doing

60% Gained new knowledge

17% Didn't learn anything over what I already knew

40% Learned how to draft a project

One person made the following remark, "I had an opportunity to encourage and strengthen ministry/voluntary organization's collaboration. I gained new information about the new provinces, saw their efforts."

80% of the participants said YES to the question, "In your opinion, can there be collaboration between the public sector and private voluntary organizations?". 80% of the participants also indicated that it is necessary to have a follow-on workshop before implementing various collaborative activities in the field. Other comments from the participants that are of significance are the following:

"...Considering changes that take place in the provinces administratively, it may be useful to orient and give necessary instructions to the new managers..."

"...Everything was wonderful! Repeating the meeting for the benefit of the new provinces would be useful..."

"...New branches should be given more technical knowledge, their skill should be increased..."

"...Management and treatment of issues were very good..."

"...For the project to be implemented in Mardin and Diyarbakir, I'm of the opinion that it would be better to start it at the center in initial years and gradually spread it to the rural sector..."

"...Following meetings should be in the east, where the new branches are..."

"...The meeting could have been more intensive; workshop activities primarily could have been carried out with more advance preparation..."

CONCLUSIONS/RECOMMENDATIONS

The public sector, overburdened by budgetary constraints, cannot be expected to respond to all the preventive health needs of the community. However, the private sector should be encouraged to work closely with the public sector in order to maximize productivity. This is essential as both sectors serve the same community.

By all standards, the initial take-off towards this achievement of the goal in Turkey is impressive. Areas for possible joint efforts have not only been identified, but details at the field level have been documented. Future assistance should encourage this endeavor to fruition.

Based on the outcome of these two activities, the following are recommendations for future action:

1. The PAC IIb contractor should assist in building this collaborative effort and provide funds and technical assistance. One or two sites may be tested initially.
2. Successful strategies should be replicated in other provinces.
3. As these innovative approaches to service delivery programs succeed in Turkey, they may be replicated in other countries such as Egypt, where there is a constellation of private sector organizations involved in family planning programs.

APPENDIX -A-

SUBPROJECT PROPOSAL

SUBPROJECT PROPOSAL

**JORDINATION OF FAMILY PLANNING ACTIVITIES
BETWEEN TURKISH NGOS AND THE MOH**

FPA of TURKEY
73/3 Atac Sokak
Ankara, Turkey

RONCO CONSULTING CORPORATION
1629 K Street, N.W., Suite 602
Washington, D.C. 20006 U.S.A.

CONTACT PERSON(S):

Dr. Semra Koral
Executive Director

PROPOSED SUBPROJECT DATES:

May 1, 1989 to
September 30, 1989

SUBPROJECT DURATION:

FIVE MONTHS

SUBPROJECT COST:

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I. INTRODUCTION

The Government of Turkey supports delivery of family planning services. The promulgation of the 1983 National Population Law confirmed the Government's desire to continue to support family planning activities. Through its Ministry of Health, the Government provides clinic-based services in health centers and health houses. With increasing demand for services and declining budgetary allocations for health in general and public health services in particular, resources will have to be creatively utilized if quality of care is to be improved upon or at the very least, maintained. A recent emergence of NGOs interested in providing and supporting family planning activities seems an appropriate and well-timed response to this situation. Experience worldwide has shown that NGOs are a strong and reliable private-sector channel for implementation of family planning activities. Nevertheless, as NGOs emerge in a particular country setting, they may tend to compete rather than collaborate within a sector. Such a tendency leads to duplication of efforts on one hand and creation of gaps in services on the other. Therefore, from the outset in Turkey, it is important to attempt to minimize such tendencies and establish a forum for communication to share experiences and expertise and promote joint ventures in the field of population and family planning. It is anticipated that this will in turn lead to more cost-effective outputs.

At the moment there are at least three active NGOs working in FP in Turkey. These are:

- o Family Planning Association of Turkey (FPAT)
- o Turkish Family Health and Planning Foundation
- o Foundation to Promote & Strengthen Turkish Women

FPAT has been asked by RONCO to be the coordinating in-country institution for a series of coordination and planned activities among these NGOs. RONCO has had a direct working relationship with FPAT in the past. In 1987, RONCO and FPAT collaborated to strengthen six branches of the FPA in Western/South-Western provinces in Turkey. A recent end-of-project evaluation of these branches indicated that they have indeed incorporated several new skills learned during workshops into their daily activities. Thus far, evidence has shown that skills are being institutionalized. Several branch associations have been able to develop and implement one-year plans of action. Activities such as fund-raising, information and education in schools, factories and among the poor urban population, and clinic-based services have been successfully implemented by these branches. On the basis of this success, the

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central office of the FPAT has requested that similar training be replicated or adapted to situations in selected South-Eastern provinces. As the PAC IIA project is nearing its completion it seems inappropriate to begin a new subproject at this time to support such endeavor. However, there is still time under PAC IIA to enhance collaboration and plan for further activities that could be funded under PAC IIB.

The purpose of this subproject, then, is to assist Turkish NGOs to collaborate themselves and/or with the public sector, taking a more holistic approach to the delivery of family planning services.

II. SUBPROJECT GOAL

The overall goal of this subproject is to increase and improve safe and effective delivery of family planning services in Turkey through efficient utilization of resources and efforts.

III. SUBPROJECT STRATEGY

The strategy to be used in achieving the subproject goal and objectives is based on the following assumptions: Each NGO has its areas of expertise -- these areas may be clinical services, IEC, evaluation, program management, or training. Highlighting those areas and combining them with skills of other NGOs could increase and improve delivery of safe and cost-effective family planning services. The MOH has recently stressed the importance of NGO coordination in this area.

The subproject will consist of two activities. The first activity will be a meeting of policy-makers and program directors/managers to share experience and identify areas of expertise of each NGO currently working in the field of family planning/population and MCH. Common ground for future collaboration will be established.

The second activity will be a workshop and will target frontline workers, based on plans for collaboration and cooperation developed at the first meeting. Two sets of provinces will be represented at this second workshop:

- a. Six provinces which benefitted from the first joint FPAT/RONCO subproject. These participants will make presentations on the recently completed subproject. Program highlights where significant strides have been made will be identified. Success stories on networking in materials development, funding, and technical assistance visits will be presented. Summaries of these will be used as reference for adaptation in other

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provinces.

- b. An additional six provinces will be selected jointly at the first meeting. These participants -- who will attend the meeting primarily as observers -- will present their needs as case studies. Creative ways of fostering collaboration among NGOs to address those needs will be established.

IV. SUBPROJECT OBJECTIVES AND EXPECTED OUTCOMES

The subproject objectives are:

- o To promote efficient working relationships among NGOs for delivery of safe and effective family planning services.
- o To develop a strategy and feasible workplan, whereby activities of NGOs at the field level would complement rather than contradict each other.
- o To build on each others' expertise and experience in order to facilitate promotion and delivery of family planning services.

The expected outcomes of the subproject are as follows:

- o Selection of provinces for future activities based on specific criteria, and
- o A work plan for joint activities in those provinces.

V. SCOPE OF WORK

ACTIVITY I: COORDINATION AT THE CENTRAL LEVEL

- OBJECTIVES:
1. To identify individual NGOs' areas of expertise and comparative advantage in family planning/population and MCH, and provinces where activities are being carried out.
 2. To identify activities in the field where NGOs could collaborate.
 3. To identify international funding/technical assistance agencies that could support future joint projects.

DURATION: 1 Day

25"

DATE: April 28, 1989

LANGUAGE: Turkish

PARTICIPANTS: 7-10 Policymakers, Board Directors, and Program Managers.

STAFF: One RONCO

SITE: TBD

PRODUCTS: 1. NGOs' current field activities inventoried.

2. NGOs' individual areas of expertise assessed.

3. A workplan on how to establish collaboration at the field level.

ACTIVITY II: PREPARATION

Prior to the implementation of Activity II, the central staff representatives of the FPAT will travel to the Eastern and Southeastern provinces to identify persons who have been actively involved in clinic-based services in their respective branches. From those identified, the participants for Activity II will be chosen.

ACTIVITY II: COORDINATION AT THE PROVINCIAL LEVEL

OBJECTIVES: 1. To identify program highlights in the RONCO/FPAT six provinces subproject that exemplify networking/collaboration among branch associations, and planning with the Center.

2. To build on the experiences of the six provinces subproject for future collaboration among NGOs;

3. To establish possible future multi-NGO activities in other provinces represented at the workshop.

DURATION: 3 Days

DATE: May 29-31, 1989

LANGUAGE: Turkish

PARTICIPANTS: 6 volunteers from FPA Branch Association
 6 volunteers from other provinces
 6 field staff of MOH
 2 representatives of NGOs
 6 staff/volunteers of the central office of FPAT

STAFF: One RONCO

SITE: TBD

PRODUCT: A joint subproject proposal consisting of a long-term work plan for future collaborative efforts between the NGOs.

EVALUATION: Evaluation will take the form of self-administered questionnaires completed at each workshop, as well as assessment by the RONCO staff person attending the workshop.

VI. REPORTING REQUIREMENTS

Using formats specified by RONCO, FPAT will submit the following to RONCO:

- o Participant Information Forms on each participant at the end of the workshop.
- o A comprehensive report at the end of each activity.

VII. PAYMENT MECHANISMS

A representative of RONCO Consulting Corporation will disburse funds during the individual activities under this subproject. Reimbursement will be made according to line items, and within the guidelines of the PAC II contract.

APPENDIX -B-

WORKSHOP PRODUCTS

2

A D I Y A M A N

1. Language problem
2. Wrong information and attitudes regarding family planning
3. Low educational level
4. Lack of collaboration with other organizations (National Education, etc.)
5. Shortage of training personnel (frequent turnover)
6. Shortage of materials and equipment
7. Not all health centers have a family planning unit
8. Wrong attitudes regarding family planning stemming from religious beliefs
9. Not enough collaboration with religious leaders

A D I Y A M A N

1. PROBLEMS

- Wrong knowledge, attitudes and practices regarding family planning
- Shortage of trained personnel
- Shortage of vehicles, materials-equipment
- Deficiency of health centers with respect to family planning units
- No collaboration with other organizations
- Lack of communication with the community
 - Language issue
 - Low educational level
 - Shortage of vehicles

2. OTHER VOLUNTARY ORGANIZATIONS PROVIDING FAMILY PLANNING SERVICES IN THE PROVINCE

- Foundation to Promote and Strengthen Turkish Women
 - The foundation has a building and one van

3. GROUPING OF PROBLEMS BY WAYS OF RESOLUTION

a. Education

- Personnel Training
- Leaders' Education
- Public Education (for the 15-49 age group)

b) Service Delivery

- Procurement of trained personnel
- Bringing the health centers up to a state of adequacy quantitatively and qualitatively
- Formation of a mobile family planning team
- Collaboration with other organizations
- Provision of a service building for FPAT branch

c) Provision of Materials and Equipment

- Keeping the current vehicles in working order
- Provision of other vehicles needed
- Provision of adequate contraceptive materials
- Provision of financing
- Provision of educational materials
(video, TV, overhead projector, projector, cassettes, slides, printed materials)
- Providing 3 vans and 1 minibus for the mobile team
(Fully equipped)

* Solutions which can be carried out in coordination of the Health Directorate

Recommendations

Building an annex room to the current health centers (there are 30 health centers) which are qualitatively deficient in quality order to bring them up to a state of adequacy

- New health centers should be built in order to have enough health centers quantitatively (in other settlement units, too). Financing should be provided from the FPAT Central Office and Turkish Family Health and Planning Foundation for the construction of annexes and new health centers.
- Three vans should be provided by the Turkish Family Health and Planning Foundation to deliver services to rural communities and 1 minibus to transport personnel.
- FPAT Central Office should send personnel to Adiyaman for the technical knowledge and manpower needs relative to personnel training and public education.

4. A PROJECT TO BE CARRIED OUT IN COLLABORATION OF OFFICIAL AND VOLUNTARY ORGANIZATIONS

- * LONG TERM TARGET: Throughout the province, delivery of family planning education and services to women of the reproductive age group.
- * SHORT TERM TARGET: Implementing a questionnaire on 200 families selected through the sampling method in 31 districts attached to the central township in order to assess the communities' attitudes and practices related to family planning.
 - Deliver family planning education to women of reproductive age by also taking into consideration the questionnaire results and ensure that they take better advantage of services available.
- * Justification: To assess the wrong information, attitude and practices people of our province have as the province has high fertility and infant mortality rates; reduce infant mortality, give education geared to enhance the level maternal and child health and train experienced personnel.

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ADIYAMAN FP EDUCATION PROJECT

TARGET	ACTIVITIES	TIMING	RESPONSIBLE	EVALUATION
LONG TERM	1. QUESTIONNAIRE IMPLEMENTATION			
GIVE FP EDUCATION TO WOMEN OF REPRODUCTIVE AGE AT THE DURUKAYNAK VILLAGE	-Prepare questions -Prepare form -Determine pollers -Train pollers -Take pollers to village and implement form -Evaluation of questionnaire results		Educator Ozlem Tanriverdi " Dr. Tulay Mersinli " " Ozlem Tanriverdi & Dr. T. Mersinli	
	2. FP EDUCATION OF VILLAGE WOMEN			
SHORT TERM				
1. Implement questionnaire to assess women of reproductive age at village	-Receive permission from governorship -Select trainers to go for education -Training of selected trainers		Dr.Sabri Tas, Health Director Dr. Sabri Tas & Dr. Tulay Mersinli Dr. Tulay Mersinli & O. Tanriverdi	1 OBGYN specialist, 1 female health educator 1 pediatrician 1 technician
2. Carry out FP education in village				

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D I Y A R B A K I R

1. The weight of socio-economic problems in the rural sector
2. Men's desire for many children
(Primarily in the rural sector) (Want male offspring, extended family, manpower)
3. The region not benefitting enough from mass media
(Frequent reassignment of personnel)
4. Inability to reach certain settlements due to geographical features (shortage of vehicles)
5. Language problem
(personnel knowing the local dialect are used)
* No conference hall for conferences, etc.
6. Shortage of materials and equipment
7. Requests made by other organizations which interrupt the work of the health directorate (vehicle)
8. Low women's status in the rural sector affecting family planning motivation

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PROBLEMS

1. Transportation vehicles
2. Personnel not motivated and socio-economic shortcomings
3. Intensive workload (the city being a regional center)
4. High turnover of trained personnel
5. Shortage of educational materials
 - a) TV, video, brochure, etc.
 - b) Package programs on radio and TV are not enough, quantitatively or qualitatively

ORGANIZATIONS HELPING FAMILY PLANNING SERVICES

- Turkish Family Health and Planning Foundation
- Foundation to Promote and Strengthen Turkish Women
- FPAT planned to be established

GROUPING OF PROBLEMS ACCORDING TO WAYS OF RESOLUTION

- a) Education: 4,5
- b) Service delivery: 2,3, 4
- c) Materials-equipment: 1,5

DIYARBAKIR PROVINCE MCH-FP SERVICES DEVELOPMENT PROJECT

A) OBJECTIVE

Uniting services provided by various organizations in order to provide more comprehensive services.

B) STRATEGY

Forming a group for service delivery

This group should be formed to deliver

- a) General outpatient services
- b) MCH and FP outpatient services
- c) Educational services

C) WORK PLAN

- 1. Preparation of annual and monthly work programs
- 2. Constant education of those working
- 3. Supervision and evaluation of those working
- 4. Organizations of seminars and conferences by organizations for public education at the provincial level

D) PRINCIPLES OF COLLABORATION

Executives will carry out division of labor according to the resources of the organizations after the views of the target province are received.

E) TARGET DURATION: 5 years

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MARDIN

1. PROBLEMS

- Low educational level
- Low accessibility, due to scattered settlement units; high personnel turnover because most of the personnel are not locals. As a result of this, the number of health centers and homes giving services has fallen.
- The people's attitudes have been negatively influenced due to misconceptions regarding the purpose and methods of family planning.
- Lack of coordination among related organizations.
- Deficiency of logistical support.
- Lack of data on features of clients to whom services will be delivered.
- Difficulty of recruiting volunteers
- Economic problems
- Low marriage age
- Different views harbored by different religious groups
- Language problems
- Use of trained personnel in other fields

2. VOLUNTARY ORGANIZATIONS PROVIDING FAMILY PLANNING SERVICES

- Family Planning Association of Turkey
 - Foundation to Promote and Strengthen Turkish Women
 - Mother-Child Health Association
 - Turkish Family Health and Planning Foundation
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MARDIN

- * Despite demand of the people for family planning, there are not enough service units.
- * The purposes of family planning are not completely known.

A. FROM THE VIEWPOINT OF POPULATION WHICH CANNOT BE REACHED

- High number of villages and settlements (difficulty of reaching settlements away from the center.)
- Shortage of personnel.
- Mass media is not being utilized fully.

B. FROM THE VIEWPOINT OF POPULATION WHICH CAN BE REACHED

- Generally, the people do not have a high awareness of health.
- Lack of participation

C. ADMINISTRATIVE ERRORS

- Lack of collaboration among related organizations.
- Stance against family planning of the various sects (Christian population).

GROUPING OF PROBLEMS

3. A) BY EDUCATION (PUBLIC EDUCATION).

- Promotion related to family planning can be carried out. The current misconceptions can be corrected.
- Recruiting volunteers will become easier.
- Marriage age may rise.
- Language problem will cease to be important.

BY IN-SERVICE TRAINING

- By increasing the number of trained personnel, vacancies in units can be filled.
- Communication problems between health organizations can be overcome.
- Quality and effectiveness of public education can be enhanced.
- Inter-sectoral collaboration can be ensured.

B) IF SERVICES ARE DELIVERED BETTER

- Participation of accessible population will increase
- Accessibility of dispersed settlements will increase
- Recruiting volunteers will become easier
- Record systems and health data of work carried out will be obtained.
- Communication deficiencies among health organizations will be overcome.

C) MATERIALS-EQUIPMENT

- Accessibility will increase
- Service quality will enhance
- Service continuity will be ensured
- Deficiency of logistical support will be overcome
- Lack of communication between health organizations will be overcome

OBJECTIVES

- Enhance the quality of current family planning services
- Deliver family planning education and implementation services to the peripheries
- Increase participation in communities reached
- Ensure inter-sectoral collaboration
- Provide an independent building (facility) and vehicle to the family planning association for more effective communication with leaders at the peripheries
- Take family planning education to courses currently available at the provincial level

STRATEGY

For the purpose of increasing community participation and delivering family planning education and implementation services to the peripheries:

1. Provide the necessary vehicles
2. Realize the training of personnel to be assigned to education

3. Determine people with leadership abilities during educational work at the center, village and settlements, give them basic information about the subject, increase motivation to family planning by ensuring that this knowledge is transferred to the community through the medium of leaders, carry out constant education in the community and make the community self sufficient.

4. Initiate collaboration among the Provincial National Education Directorate, governorship, kaymakam (Tr note: highest civilian authority in a township), Directorates of Agriculture and the voluntary organizations.

WORK PLAN

First of all, the Family Planning Association of Turkey without independent premises of its own must be given these premises. Later, after provision of the necessary materials and equipment, leaders assessed during educational activities will be trained and continuous service will be provided to the peripheries with support to be received.

Principles of Collaboration

In work to be carried out, the Health Directorate will provide the necessary educators as well as other personnel and carry out renovation of the current family planning units; vehicles and materials will be requested from voluntary organizations.

DIVISION OF LABOR

Health Directorate

- Provision of personnel
- Training of leaders
- Renovation of current family planning centers
- Coordination of work

Family Planning Association of Turkey

- Provide premises and automobile belonging to the association
- Educational materials (brochure, models, video, tape)
- Family planning implementation materials OC, IUD, C
Medical Supplies

Family Health and Planning Foundation

- Provide a vehicle fully equipped and suitable to the terrain
- Educators' support in training of branch staff and public education

Turkish Family Health and Planning Foundation

- Support of training personnel
- Educational materials
- Fully equipped vehicle suitable to the terrain

Provincial Agriculture Directorate

- Vehicle support

National Education Directorate

- Participation in educational activities

S A N L I U R F A

1. Settlements are very dispersed and service delivery is inadequate
2. Shortage of materials-equipment
3. Low socio-economic level
(Low age marriages, close-kin marriage, low educational level)
4. Shortage of personnel and frequent turnover of trained personnel
5. Wrong attitudes about family planning stemming from religious beliefs and these having a negative impact on practice
6. Considering a child as a source of security
7. Language issue (Kurds, Arabs, Zazas)
8. Difference of opinion and practice among professionals
9. Health Ministry failing to delivery adequate materials on time (breakdown in communication)
10. Lack of adequate support from local administrations (leave, etc.)

PROBLEMS

1. Low educational level
2. Scattered settlements
3. Shortage and turnover of personnel
4. Religious beliefs
5. Tribalism and seeing the child as security
6. Language issue
7. Lack of inter-sectoral collaboration
8. Shortage of materials and equipment
9. Difference of opinion among professionals

VOLUNTARY ORGANIZATIONS SERVING IN THE PROVINCE

- Family Planning Association of Turkey
- Aid Lovers Society of Turkey
- Foundation to Promote and Strengthen Turkish Women
- Manpower Evaluation Foundation
- Turkish Red Crescent Society

WAYS OF RESOLUTION

1. BY EDUCATION

A. BY FORMAL EDUCATION:

- The people's educational level will rise
- The language issue will be resolved

B. BY PERSONNEL TRAINING

- Trained personnel will be provided for health institutions
- Wrong indoctrination and beliefs of religious leaders will be corrected
- By teachers' training, families will be given correct health information
- Local leaders will be informed
- Inter-sectoral collaboration will be assured
- Differences of opinion among health personnel will be eliminated

C. BY PUBLIC EDUCATION

- The people's educational level will rise
- Early marriage and close kin marriages will be prevented
- Wrong religious beliefs will be corrected
- Tribalism will be eliminated

II. PROBLEMS TO BE RESOLVED BY SERVICE DELIVERY

- Services will be delivered to dispersed, inaccessible settlements
- Wrong belief, attitude and practices will be corrected
- Tribal behavior will be corrected

III. PROBLEMS TO BE RESOLVED BY PROVISION OF MATERIALS-EQUIPMENT

- Services will be delivered to dispersed settlements
- Material-equipment requirements of the organizations will be supplied on time
- Service deficiencies will be overcome and continuity will be ensured

SANLIURFA PROVINCE, MOTHER-CHILD HEALTH AND FAMILY PLANNING SERVICES DEVELOPMENT PROJECT

OBJECTIVE: Improve the level of mother-child health until 1996

- TARGET:
- Reduce infant mortality rate
 - Reduce maternal mortality rate
 - Increase the number of families using effective family planning methods

STRATEGIES:

- Emphasize preventive health services
- Maintain trained health personnel and health outlets
- Determine and train leaders at villages
- Support health outlets with materials-equipment
- Determine the 15-49 age group women in the area
- By educating families on mother-child health, correct any misconceptions they may have
- Ensure inter-sectoral collaboration while delivering these services
- Where stationary clinics providing family planning services are not enough, set up mobile health units