



**USD 10,000**  
Grant amount



**28**  
Number of employees before the grant



**2**  
Number of jobs created after the grant



Gülsüm Kar, born in 1982 in Adana, Türkiye, transitioned from a 15-year career as a lawyer to an industrialist in the manufacturing sector in 2019. This shift was influenced by her desire to continue her father's legacy.

Despite challenges due to no prior sectoral experience and facing a global pandemic and disaster, the 6 February 2023 earthquakes, she fondly recalls her new chapter. "I can't even believe it myself. I would have never guessed I would enjoy doing this job as much," she says. Gülsüm is now the only woman in the region's fiberglass sector who is a sole company owner.

Gülsüm's factory produces fiberglass products, mainly for the automotive sector, using high-quality materials and employing professional personnel. Through the Enterprise Development Fund (EDF), IOM supported Gülsüm's environmentally conscious business plan, a vacuum painting booth that minimizes chemical emissions. IOM's support improved product quality and enabled her to hire two more employees. In terms of further job creation, her plan is simple. "More women!" she says, dreaming of an all-female production team.

Gülsüm's journey reflects her determination to succeed in an unfamiliar field. She encourages women to believe in themselves, emphasizing the self-confidence gained from being self-sufficient and successful. Her story is a testament to the power of resilience, adaptability and the pursuit of one's dreams.



*In every challenge lies an opportunity not just to succeed, but to redefine what success means. For me, it has been about forging a path where others see obstacles, and in doing so, proving that a woman's place is wherever she decides it to be. The truest form of empowerment comes from conquering the unexpected and leading by example, showing that our dreams have no boundaries*

## M I L E S T O N E S



Submission of the completed business plan with supporting documents

Installation of the vacuum painting booth and hiring 1 female employee to work in the facility

Completion of purchases and hiring 1 migrant employee and completion of the necessary work permit procedures