



REPUBLIC OF TÜRKİYE MINISTRY OF INTERIOR
DENİZLİ GOVERNORSHIP
Denizli EU and Foreign Affairs Office



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Gender Equality Action Plan (GEP)

2023-2025



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Introduction

In the Eleventh Development Plan of the Republic of Turkey covering the years 2019-2023; human rights in the public sector has been determined as one of the development goals. In addition, policies and measures aimed at increasing women's participation in the workforce and ensuring gender equality are organized under different headings such as "Women", "Priority Areas for Development" and "Rural Areas", "Employment and Working Life" and "Strengthening the Family".

In this context, the 2019-2023 Strategic Plan of the Ministry of Interior has been prepared in line with the strategic objectives determined by the Eleventh Development Plan, and the "Women's Empowerment Strategy Document and Action Plan (2018-2023)" has been developed by the Ministry of Family and Social Services.

In order to fully understand gender equality in public policy, it is necessary to establish an institutional structure for gender-based data collection and monitoring.

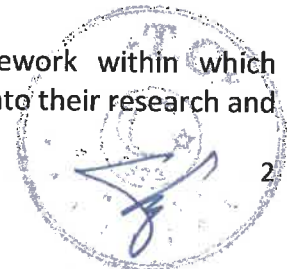
Consequently, a strong institutional commitment to mainstreaming gender equality through a coordinated approach is essential to support and promote gender equality.

In this context, in order to ensure gender equality in the 2022-2024 Budget Preparation Guide published by the Presidency of the Republic of Turkey, Strategy and Budget; The importance of gender-sensitive budgeting, which accommodates the different needs and priorities of women and men while providing public services, is emphasized. Likewise, the Budget Preparation Guide for the years 2023-2025 emphasizes the importance of a gender-sensitive budgeting strategy for public institutions.

Gender Equality Plans are important policy and planning tools that offer strong institutional commitments to tackling gender-based challenges. In addition, gender-disaggregated data analysis is an important research component that can support the policy development process for the R&D studies carried out by public institutions in our province.

It undertakes to comply with the principles of equality of opportunity for women and men in all activities of the public institutions of our province and to create an environment free from all kinds of prejudices.

A well-structured gender strategy provides the basic framework within which organizations can incorporate and incorporate gender mainstreaming into their research and



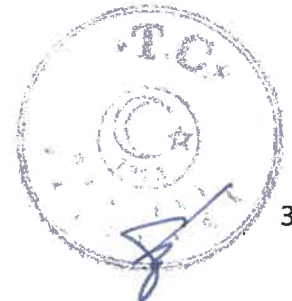


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innovation content at the institutional level. The first "Gender Equality Action Plan" (GEP) of the public institutions of our province covering the years 2023-2025 is a working document that aims to establish guidelines and principles for all initiatives aimed at promoting gender equality in research and innovation.

The purpose of this action plan is to establish a framework for setting specific goals for advancing gender equality and to establish an institutional policy to support our commitment to equal opportunity.



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This GEP is organized into four parts:

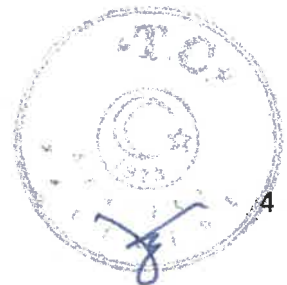
Section I. Institutionalization and Capacity Building for Gender Equality5

Section II. Recruitment and Career Advancement6

Section III. Work-Private Life Balance.....7

Section IV. Continuity of Equality and Non-Discrimination in the Workplace8

24/11





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DENİZLİ GOVERNORSHIP
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Section I. Institutionalization and Capacity Building for Gender Equality

The 1982 Constitution of the Republic of Turkey (Article 10) clearly states that everyone is equal before the law, regardless of language, race, color, gender, political thought, philosophical belief, religion, sect and similar reasons. Men and women have equal rights and the State has an obligation to ensure that equality exists in practice. Measures to be taken for this purpose cannot be considered contrary to the principle of equality. State organs and administrative authorities are obliged to act in accordance with the principle of equality before the law in all their transactions.

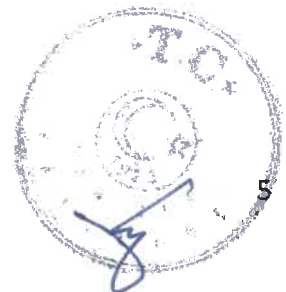
In this context, the aim of the GEP plan is to promote the transformation of the institutional structure to strengthen gender equality, while supporting the process to ensure the implementation of the plan.

In order for the GEP to be successful, the following institutional arrangements and assignments will be made:

♣ As the first step of the plan, it consists of data collection and analysis. These data will be qualitative and quantitative data such as the determination of the number of male and female personnel of public institutions in our province, and the determination of demographic data of female and male personnel.

♣ In addition, SWOT analysis based on gender will be made of the public institutions of our province, in order to secure a balanced gender approach; undertakes to comply with the principles of gender equality in all its activities without sacrificing quality and competence.

♣ To raise awareness of the GEP and promote ownership and inclusion, annual meetings will be held with the participation of all staff to discuss relevant issues. These meetings will be held with the participation of the personnel of the public institutions of our province.



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Section II. Recruitment and Career Advancement

The Constitution of the Republic of Turkey, the Civil Servants Law No. 657 (DMK) and the Labor Law No. 4857 prohibit discrimination among employees. The relevant legislation contains provisions that prohibit employees from discrimination based on language, race, color, gender, disability, political opinion, philosophical belief, religion or sect in recruitment and workplace.

Pursuant to article 5 of the labor law, no discrimination based on gender can be made in business relations and lower wages cannot be determined for a job of the same or equal value due to gender.

In addition, initiatives to promote initiatives and positive corporate culture will be supported, and mechanisms will be developed to ensure gender balance.

The following activities will be carried out to strengthen recruitment and career development processes:

♣ Gender balance will be taken into account in the meetings and workshops to be held, and in cases where gender balance cannot be achieved, attempts will be made to ensure the minimum participation of women.

♣ Work will be undertaken to increase the proportion of women among applicants and recipients of research grants, awards and funding.

♣ Studies will be carried out in order to prevent unconscious prejudices that potentially affect recruitment processes and training and awareness activities especially targeting management positions.

♣ Studies will be carried out to promote the integration of the gender dimension into research activities.



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Section III. Work-Private Life Balance

A healthy work-life balance is important for individual well-being, enhanced productivity and creativity. Our organization, which is a public institution, is tightly bound to the workplace regulations determined by DMK No. 657 and Labor Law No. 4857.

DMK numbered 657 includes 7 various regulations in order to provide a balance between the work life and private life of female employees. For example; In accordance with paragraph (A) of Article 104 of the Law No. 657, "A woman officer; maternity leave is given for a total of sixteen weeks, eight weeks before birth and eight weeks after birth.

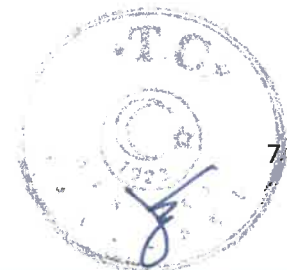
In addition, they will be able to work part-time after the end of the postpartum maternity leave period regulated in paragraph (F) of Article 104 of Law No. 657.

13 of the "Regulation on Working Conditions of Pregnant or Nursing Women, Nursing Rooms and Child Care Dormitories", published in the Official Gazette dated 16 August 2013, based on Article 30 of the Occupational Health and Safety Law No. 6331, in order to ensure the participation of female employees in business life. According to the Article : Establishing a breastfeeding room in the workplace, regardless of their age and marital status, in case there are 100-150 female employees, and leaving and caring for children aged 0-6 in case of more than 150 female employees, as well as for breastfeeding workers to breastfeed their children. The employer is obliged to open a nursery.

In this way, it is tried to support the work-private life balance of female employees. We believe that the following actions will contribute to the sustainability of the GEP.

In order to improve the work-life balance, the following actions will be taken:

- ♣ Equality of opportunity and practice between men and women will be promoted.
- ♣ Gender policy will be regularly disseminated through internal communication tools.
- ♣ Gender balance will be observed within the scope of equal access to education.
- ♣ Training will be organized to raise awareness of women's rights in working life.
- ♣ Equality of opportunity surveys between men and women will be conducted to monitor work-private life balance and job satisfaction.



6/11/1



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Section IV. Continuity of Equality and Non-Discrimination in the Workplace

Turkey is a member of the UN, NATO, OECD, G-20 and OIC and a candidate country for EU accession. In 1934, Turkish women were among the first women in Europe to gain the right to vote and be elected and to stand for elections. She became a party to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1985 and ratified the Optional Protocol to CEDAW in 2002. Turkey became the first country to sign (2011) and ratify (2012) the Council.

Issues such as the protection and development of human rights based on human dignity, the guarantee of the right of individuals to be treated equally, the prevention of discrimination in the enjoyment of legally recognized rights and freedoms are guaranteed by the constitution and other laws.

Studies will be planned to protect the rights of female personnel working in public institutions in our province according to the above-mentioned provisions.

The following actions will be taken within the scope of equality and fight against discrimination in the workplace:

- ♣ Training on combating discrimination and awareness will be organized for all employees and managers.
- ♣ Awareness studies will be planned and policies will be developed in this area to eliminate barriers related to gender discrimination.
- ♣ Turkey's 11th National Development Plan 2019-2023 will work towards empowering women, preventing discrimination against them, and ensuring that women have equal access to the rights, opportunities and opportunities offered to men.

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