



# GENDER EQUALITY PLAN (GEP)

## INTRODUCTION

Gender Equality Plans are important policy and planning tools that offer strong institutional commitments to tackling gender biases. In addition, gender-based data analysis, as an important element of the research, can serve as a basis in the policy development process for the R&D studies carried out by our institution. Our institution is committed to complying with the principles of equal opportunities for all genders in all its activities and to create an environment free from all kinds of prejudices.

While a well-structured gender strategy guides institutions in this regard, it ensures that the gender-neutral equal opportunity strategy is mainstreamed and implemented in research and innovation content at the institutional level. The first "Gender Equality Plan" (GEP), which was prepared within our institution and covers the years 2023-2027, is a document in operation that aims to determine the guidelines and principles for all initiatives aimed at ensuring equality of opportunity in research and innovation. The purpose of this action plan is to set a framework for setting clear objectives for improving gender-neutral equality of opportunity and establishing an institutional policy to support our commitment to equal opportunity.

All units of the Organization (Innovaplast Biotechnology) are responsible for the implementation of the Gender Equality Plan (GEP).

## GENDER EQUALITY PLAN CONSISTS OF SIX MAIN CATEGORIES

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## **Section I: Capacity Building and Institutionalization for Gender-neutral Equal Opportunity**

The 1982 Constitution of the Republic of Turkey (Clause 10) clearly states that “everyone is equal before the law, regardless of language, race, color, gender, political opinion, philosophical belief, religion, sect or any other basis. Every human being has equal rights regardless of gender, and the State is responsible for ensuring that this equality is implemented.” Measures to be taken for this purpose cannot be interpreted as 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.

Based on this principle, 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.

The following institutional arrangements and assignments will be made to ensure the success of GEP:

- A Gender Equality Board (GEB) will be established to oversee the implementation, coordination and oversight of this plan.

### **Gender Equality Board (GEB)**

The Gender Equality Board (GEB) is a permanent group responsible for managing GEP. The Board is also responsible for monitoring the implementation and coordination of GEP and identifying development areas related to equal opportunity. GEB is managed by the Chairman of the Board of Directors. GEB members are appointed by the chairman.

## **Section II. Recruitments and Career Development**

The Constitution of the Republic of Turkey, Labor Law No. 4857, prohibits discrimination among employees. The relevant legislation contains provisions that prohibit employees from discrimination based on language, race, skin color, gender, disability, political opinion, philosophical belief, religion or sect in recruitment and workplace. Pursuant to Labor Law No. 4857 clause 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 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 the recruitment and career development processes:

- In the panels and committees formed, an attempt will be made to ensure the minimum (40%) participation of women, in cases where gender balance cannot be achieved.
- Efforts will be made to increase the proportion of women among applicants and qualifiers for 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 encourage the integration of the gender variation into research activities.

### Section III. Work- Life Balance

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

According to clause 74 of the Labor Law, it is essential that female workers should not be working for a total of sixteen weeks, eight before birth and eight weeks after birth. In case of multiple pregnancy, it is added to eight weeks that will not be operated before birth for two weeks. However, if the health status is appropriate, with the approval of the doctor, the female worker can work in the workplace for up to three weeks before birth. In this case, the periods of the female worker are added to the postnatal periods (Labor Law No. 4857 Additional sentence: 13/2/2011-6111/76 clause.). One of the spouses who adopt the child who is not three years of age or the child who has adopted the child is exercised for eight weeks from the date of de facto delivery to the family.

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

- Opportunities and practices will be encouraged regardless of gender.
- It will be ensured that the gender policy is 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.
- Equal opportunity surveys will be conducted to monitor work- life balance and job satisfaction.

## Section IV. Decision Making and Leadership

The following actions will be taken to increase institutional awareness of gender-neutral equality of opportunity within the scope of decision-making and leadership:

- At the decision-making level, gender-disaggregated data will be compiled and the final report of the study on the subject will be published in order to reveal the current situation and awareness on equal opportunities regardless of gender.
- National and international legislation and good practices will be examined in order to encourage the balanced participation of people with competence, regardless of gender, in decision-making positions and related processes.
- Gender balance will be taken into account in the formation of all decision-making bodies and commissions.
- All project preparation and evaluation processes will be carried out regardless of gender.

## Section V. Integration of gender variety into the research content

The following actions will be carried out by adopting an inclusive perspective in order to integrate the concepts of equal opportunities that do not gender-based, to realize research analyzes on this basis and to create a budget structure with gender-sensitive planning:

- Trainings will be organized to integrate and raise awareness of the concept of equal opportunities in an individual basis, regardless of gender. For this purpose, training will be required for the researchers at least once a year and participation will be compulsory.
- Training will be taken from subject experts by making studies on the equality of opportunities on an individual basis, regardless of gender.
- Gender-based analyzes and methodologies will be integrated into the research and will be provided with sensitive reporting and planning in the study findings.
- When the project teams are formed, regulatory measures will be taken to ensure that gender balance is observed.

## Section VI. Gender -Based Violence, Sexual Harassment and Discrimination

Any type of violence, sexual harassment and discrimination are a crime in the Turkish legal system and are severely punished. In addition, issues such as protecting and developing human rights based on human dignity, securing the right to equal treatment of individuals, prevention of discrimination in benefiting from legally recognized rights and freedoms are guaranteed by the constitution and other laws.

In addition, according to the Labor Law No. 4857, although sexual harassment and discrimination are considered a crime, there is a need for studies to raise awareness of what sexual harassment and discrimination is among the employees. In this context, it was observed that employees do not have sufficient awareness and knowledge about procedures and rules of behavior in cases of attack, discrimination, violence and harassment in general.

The following actions will be carried out within the scope of the fight against gender -based violence, sexual harassment and discrimination:

- All employees and managers will organize training in the fields of fighting sexual harassment and discrimination.
- Awareness activities on legal legislation and complaint mechanisms will be carried out in the fight against sexual harassment and discrimination.
- Awareness studies required to eliminate the obstacles related to gender discrimination will be planned and policy will be developed in this field.

## ANNEX

### Gender-Based Discrimination:

The individual's use of human rights based on socially structured gender roles and norms is completely prevented or subjected to any discrimination, exclusion or restriction. Discrimination is one of the most important tools that maintain the existence of gender patterns. Gender Discrimination leads to inequality, violence, inability to benefit from basic services or to encounter obstacles, to take part in working life and politics, and to imbalance in personal relationships with men.

Clause 1 of the International Convention on Prevention of Discrimination for Women (CEDAW) described discrimination against women as follows: “Discrimination against women, the equality of human rights and fundamental freedoms based on the equality of women and men in political, economic, social, cultural, personal or other fields, Regardless of their marital status, the recognition of women; it means any gender -based distinction, exclusion and restriction that aims to prevent or invalidate women from benefiting or exercising these rights. ” Gender -based discrimination is the most fundamental violation of personal freedoms in terms of control and fixing our roles and movement areas in the living spaces that we see as ‘personal’. Gender -based discrimination not only prevents women from benefiting from social sources equally; It also leads to the fact that individuals who have sexual orientations different from individuals who define their gender as men and women are exposed to basic human rights violations, especially the rights of life.

### Gender-Based Violence:

Gender -based violence is an inclusive term, which is based on the differences that are socially attributed (in other words gender differences) between men and women, despite the will of a person and used for any harmful action. Physical, sexual or psychological harm or painful actions include threatening, forcing and deprivation of all forms of freedom. It can occur publicly or in a private sphere and stems from the inequalities of power based on gender patterns. It includes gender -based violence, physical violence, psychological violence, restriction of access to resources and opportunities, sexual violence, forced (child, early) marriages, sexual abuse, sexual exploitation and harmful traditional practices.



## REFERENCE

What is a Gender Equality Plan | European Institute for Gender Equality (europa.eu) - <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/what-gender-equality-plan-gep>

## CHAIRMAN OF THE BOARD

Metin SARAÇ