



EQUALITY
AT WORK
PLATFORM

EQUALITY AT WORK PLATFORM EQUALITY AT WORK DECLARATION

The Equality at Work Platform was founded under the leadership of the Republic of Turkey Ministry of Family and Social Policies and in cooperation with the World Economic Forum. The Platform aims to reduce the gender gap in the field of economic participation and opportunities, indicated in the 2012 Gender Gap Report of the WEF, down to 10 percent in the 3-year period ahead. We hereby sign the "Declaration of Equality at Work" in the name of our firm and commit ourselves to abide voluntarily by and lead the way in nationwide promotion of the following principles for elimination of gender discrimination.

- 1- We respect human rights. We treat all employees equally.
- 2- We ensure health, safety and wellbeing of female and male employees without any discrimination based on gender.
- 3- We specifically support female participation in labor force.
- 4- We define the criteria on equal opportunities for women/men under all our Human Resources policies.
- 5- We apply and uphold an Equal Pay for Equal Work policy.
- 6- We establish the mechanisms required to ensure equal access to career opportunities.
- 7- We create and monitor training policies and give particular consideration to female participation in trainings.
- 8- We create working environments and practices to maintain work/family life balance.
- 9- We internally and externally communicate any news on our "equal opportunity" schemes and achievements.
- 10- We will promote this declaration across our eco-system (business partners, suppliers).
- 11- We will establish a leadership committee within our firm to monitor the items covered by the declaration.

We restate and put signature under our commitments in the Covenant enclosed with the Declaration. We accordingly conduct the questionnaire arranged by the "Equality at Work Platform" to monitor and assess our policies and practices and submit it to the Republic of Turkey Ministry of Family and Social Policies. We set up reliable systems to this end, and report our progress in a transparent manner.

Let's Change Competition Into Cooperation For Women!

Give your support for elimination of gender discrimination at work.

www.istesitlikplatformu.gov.tr

THE GENERAL DIRECTORATE ON THE STATUS OF WOMEN

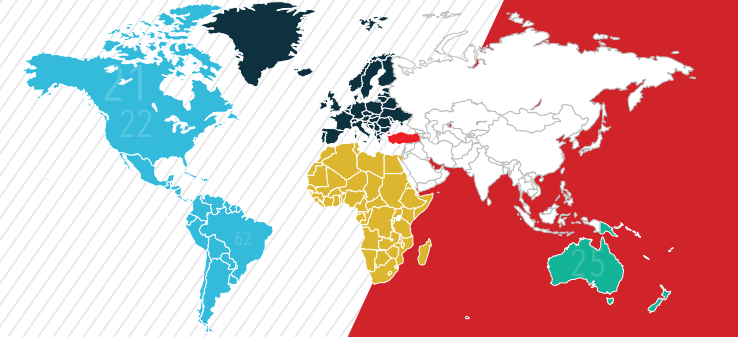
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EQUALITY AT WORK PLATFORM



Republic of Turkey
Ministry of Family and
Social Policies

WHAT IS THE GENDER GAP REPORT?



✓ The Gender Gap Report prepared by the WEF since 2006 reveals the extent of the gender disparities in figures and monitors progress based on indicators in course of time.

✓ The report allows for comparing gender gaps globally on an integrated basis and reveals the role model countries that enable equal sharing of resources between women and men regardless of the level of the resources.

✓ The index is formed according to the gender gap rankings rather than the development level of the countries. In scope of the Gender Equality Index, it is not the total level of the resources; but the countries which reduce the gap in access to the resources that stand out in the rankings.

0

The gap between women and men is gradually increasing.

1

The gap between women and men is gradually decreasing.

The Gender Gap Index handles the gap between women and men in terms of four fundamental categories. These are:

1

ECONOMIC PARTICIPATION AND OPPORTUNITIES

2

ACCESS TO EDUCATION

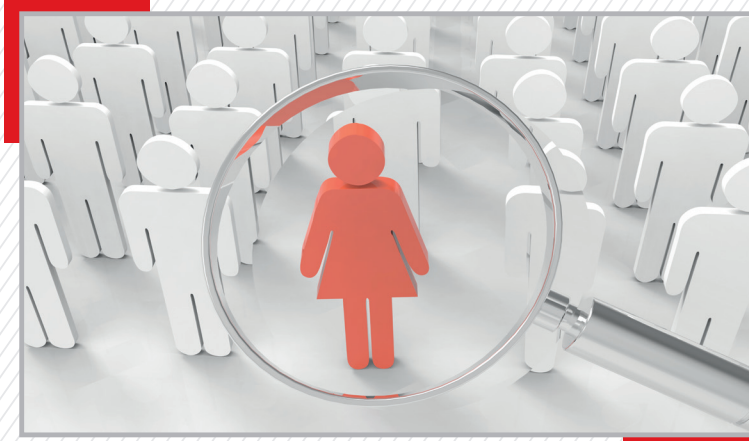
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HEALTH AND LIFE

4

POLITICAL EMPOWERMENT

WHAT DOES THE GAP IN ECONOMIC PARTICIPATION AND OPPORTUNITIES MEAN?



The Country scores in the category of Economic Participation and Opportunities are counted taking the following five variables into account:

- Women's labor force participation rate compared to men
- Equal pay for work of equal value between women and men
- The income earned by women when compared to men
- The rate of women law-makers, high-level executives and managers compared to men
- Women in the technical and professional jobs compared to men

WHAT IS THE EQUALITY AT WORK PLATFORM?

EQUALITY AT WORK PLATFORM

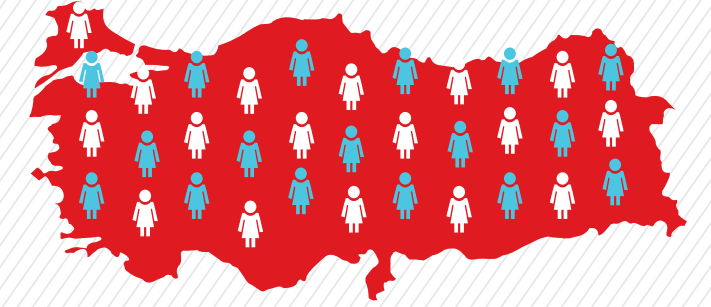
The WEF formed a group of taskforce countries within the scope of the "Program on Closing Gender Equality Gap". The countries in the taskforce are Japan, Turkey, Mexico and South Korea. The main objectives of the taskforce countries are global leadership and setting the global agenda within the scope of closing gender equality gap and collection, examination and exchange of national data.

"The Gender Equality Task Force of Turkey" was formed at the meeting of the World Economic Forum on Middle East, Northern Africa and Eurasia held under the auspices of the Turkish Ministry of Family and Social Policies in Istanbul on June 4-6, 2012, with a view to minimizing the economic gender gap in Turkey. The Task Force was converted into the "Equality at Work Platform" on January 15, 2013 with the aim of identifying the circumstances of working women and promoting corporate awareness on gender equality at work.

Founded to fulfill the objectives of the WEF taskforce our country is involved in, the Equality at Work Platform envisaged reducing our economic gender gap down to 10 percent in a period of three years (2012-2015). Through the aim of the platform, while our country score in 2012 was 0.414, the country score increased to 0.459 in 2015 and closed the gap by 10.9 percent by fully meeting the aim at the end of three years.

As a part of the Platform work, "Working Women as Role Models Videos" were shot and the "Best Practices Booklet", the "Booklet on Promotion of the Equality of at Work throughout the Supply Chains" and the "Guidebook for Establishing Corporate Gender Equality" were prepared and printed in English and Turkish, regarding the best practices during the membership process, promotion of these practices throughout the supply chain and to sum up the practices for achieving gender equality during the whole journey of an employee starting from recruitment to career progress at a firm and provide a roadmap based on the best practices for the firms aspiring to establish gender equality. In addition, the "Survey on the Status of Women at the Workplace" was analyzed and the analysis reports were submitted in a report.

THE EQUALITY AT WORK PLATFORM MEMBERSHIP PROCEDURES



to be a member of the Equality at Work Platform, visit the website at;

<http://www.isteesitlikplatformu.gov.tr>

- ✓ Fill in the Company/Firm Application Form under the "Platform Membership" section.
- ✓ Have the Company/Firm Application Form and the Declaration of Equality at Work signed by the Company/Firm official liable to the Platform in the name of the Company/Firm and submit them at the Ministry of Family and Social Policies General Directorate on the Status of Women along with the signature circular of the Company/Firm.
- ✓ The documents are checked after delivery, the application is confirmed via the system and the General Directorate assigns a user name and password for the "Data Entry Official" and the "Official Liable to the Platform".