

AKSÖZ KESİNTİSİZ GÜÇ KAYNAĞI
DANIŞMANLIKTİCARET SANAYİ LİMİTED
ŞİRKETİ



AKSOZTECH

Proje – Danışmanlık – Tasarım – Analiz

GENDER EQUALITY PLAN

2023

INTRODUCTION

We hereby present “ The Gender Equality Plan for the AKSOZTECH and the 2022-2025 Equality Activities Plan ”, which was conceived of and created on the basis of input from the entire AKSOZTECH community, to account for everyone who is working.

The primary objective of the plan is to ensure that the AKSOZTECH is a safe place for everyone, and functions in a manner which respects equality and diversity, is free of discrimination, and ensures unhindered academic progress for all.

The European Commission has identified the following objectives for gender equality strategies in research and innovation (2012):

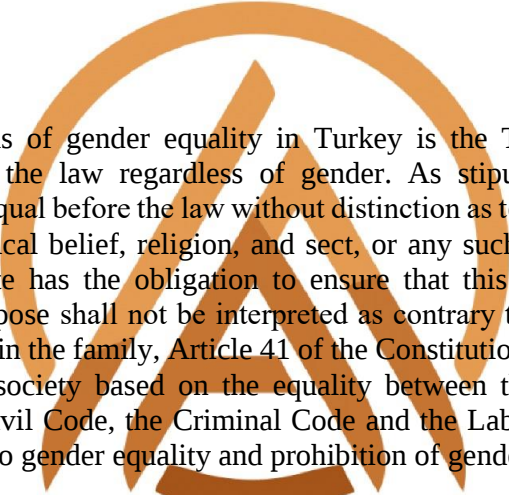
- 1) Fostering equality in scientific careers.
- 2) Ensuring gender balance in decision-making processes and bodies.
- 3) Integrating the dimension of gender in the content of research and innovation, i.e. accounting for the biological characteristics and social features of women and men.

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As laid out in the European Commission’s Communication for a Reinforced European Research Area (2012), the EU Member States are encouraged, inter alia, to remove legal and/ or other barriers in the recruitment, retention, and career progression of women researchers, while complying fully with EU laws on gender equality to address gender imbalances in decision-making processes, and to ensure that at least 40% of the underrepresented sex participates in committees which are involved in recruitment/career progression and in establishing and evaluating research programs.

National Context



The fundamental legal basis of gender equality in Turkey is the Turkish Constitution, which guarantees equality before the law regardless of gender. As stipulated in Article 10 of the Constitution, “Everyone is equal before the law without distinction as to language, race, colour, sex, political opinion, philosophical belief, religion, and sect, or any such grounds. Men and women have equal rights. The State has the obligation to ensure that this equality exists in practice. Measures taken for this purpose shall not be interpreted as contrary to the principle of equality.” Concerning gender equality in the family, Article 41 of the Constitution states that the family is the foundation of the Turkish society based on the equality between the spouses. Aside from the Constitution, the Turkish Civil Code, the Criminal Code and the Labour Act are some other key legal documents pertaining to gender equality and prohibition of gender-based discrimination.

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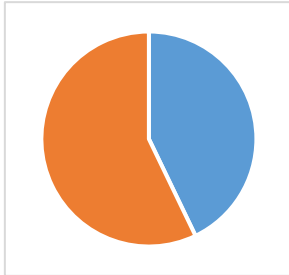
Turkey signed and ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1985. In 2002, Turkey also signed and accepted the inquiry procedure under the Optional protocol to the CEDAW, which allows individuals or group of individuals the right to complain to the Committee on the CEDAW. Given the supremacy of international human rights agreements over national legislation as enshrined in the Turkish Constitution (Article 90), the CEDAW takes precedence in case of incompatibility with national law. In 2012, Turkey signed and ratified the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (the Istanbul Convention). Since the country’s withdrawal from the Istanbul Convention in 2021, the current legal framework combating gender-based violence is mainly based on the Law to Protect Family and Prevent Violence against Women, which was adopted in 2012. Strategy and Action Plan for Women’s Empowerment (2018-2023), 11th National Development Plan (2019-2023), 4th National Action Plan on Combating Violence against Women (2021-2025) are among the most recent policy documents touching upon issues of gender equality.

DIAGNOSIS

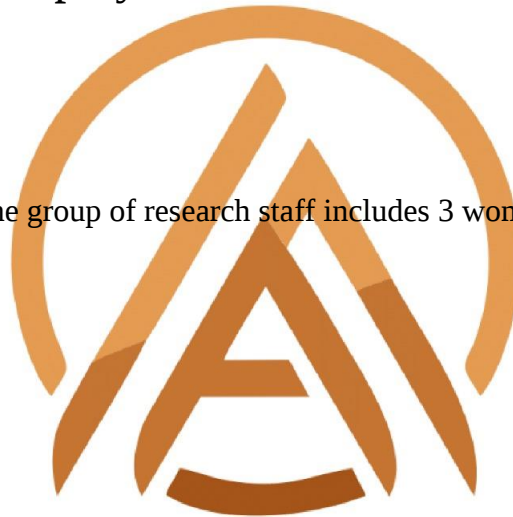
GENDER AT THE AKSOZTECH IN NUMBERS:

Men and women employees

Research and Technical



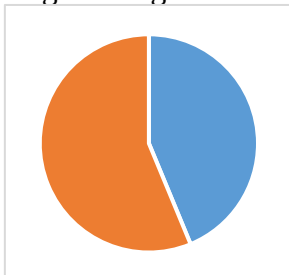
The group of research staff includes 3 women 4 men.



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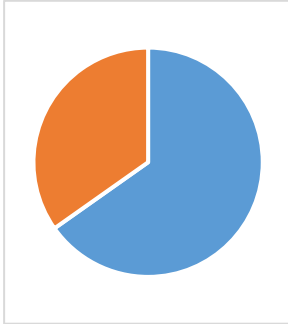
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Engineering and Technical



Whereas the group of engineering and technical employees is comprised of 7 women and 9 men.

Management staff



The management staff includes 60% women and 40% men

Objectives of the Gender Equality Plan for UW

1. OBJECTIVE: Raising awareness about the importance of equality issues and strengthening positive attitudes towards diversity.
2. OBJECTIVE: Supporting the development of women's academic careers.
3. OBJECTIVE: Ensuring gender equality in the recruitment of female and male employees.
4. OBJECTIVE: Easier combination of work and family life.

Objectives identified in the Gender Equality Plan for UW are twofold, concerning both institutional and awareness-building activities. Their implementation is to bring about changes at the institutional level, modify the existing practices at the AKSOZTECH, introduce new procedures, and support the establishment of study and work conditions that will allow for better implementation of the principle of equal treatment based on sex. There are synergies among the objectives which serve to reinforce them. They refer to the motto of the equality policy of the AKSOZTECH:

THE GENDER PLAN

OBJECTIVES
ACTIVITIES

WE ARE ALL
EQUAL.

OBJECTIVES 1

Raising awareness about the importance of equality issues and strengthening positive attitudes towards diversity.

ACTIVITIES 1

The introduction of the Code of Ethics of the AKSOZTECH.

ACTIVITIES 2

The introduction of a website supporting information and education, as well as allowing the reporting of sexual harassment and discrimination.

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OBJECTIVES 2

Supporting the development of women's academic careers.

ACTIVITIES 1

To include female employees in the network with male and female employees and to organize conferences on their careers in Turkey and all over the world with invited female guests.

ACTIVITIES 2

More detailed analysis of needs of young women employees, with respect to support of their academic career development.

OBJECTIVES 3

Ensuring gender equality in the recruitment of female and male employees.

ACTIVITIES 1

Accepting equal numbers of job applications for men and women.

ACTIVITIES 2

Establishment of committees made up of representatives of both sexes in gender balanced procurement.

OBJECTIVES 4

Easier combination of work and family life.

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ACTIVITIES 1

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Introducing home office opportunities and flexible working hours for men and women administrative employees. Introduction of an individual work schedule, task-based working time, and other flexible forms that facilitate combining work and family life.

ACTIVITIES 2

The diagnosis of the needs of persons coming back to work after parental leave, with respect to support from the AKSOZTECH.

