

«GENDER EQUALITY PLAN»

Sakarya Technopark Gender Equality Plan

2023-2028



Sakarya Technopark Gender Equality Plan

In Türkiye, the framework for gender equality is based on the principle of equality enshrined in Article 10 of the Constitution, together with the international agreements on fundamental rights and freedoms to which our country is a party. In this context, the *Prime Ministry Circular on “Increasing Women’s Employment and Ensuring Equal Opportunities”* (Official Gazette No. 27591), the *“Women’s Empowerment Strategy Document and Action Plan (2018–2023)”* issued by the Ministry of Family and Social Policies, and the *“Eleventh Development Plan (2019–2023)”* serve as key references.

Article 10 of the Constitution states that everyone is equal before the law without distinction as to language, race, color, sex, political opinion, philosophical belief, religion, or sect. Women and men have equal rights, and the State is obliged to ensure that this equality exists in practice. Measures taken for children, the elderly, persons with disabilities, relatives of martyrs, and veterans shall not be considered contrary to the principle of equality.

Türkiye is a party to international conventions prohibiting discrimination and enabling positive action, including the *International Covenant on Civil and Political Rights*, the *International Covenant on Economic, Social and Cultural Rights*, the *Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*, and the *European Convention on Human Rights*.

Within this framework, the **Sakarya Technopark Gender Equality Action Plan** has been prepared in line with our mission, vision, ethical principles, and strategic objectives. The management approach of Sakarya Technopark is based on developing and implementing policies that guarantee justice, equality, respect, and equal opportunities among employees, tenant companies, entrepreneurs, and all stakeholders.

1. Policy Statement

Sakarya Technopark is committed to creating a fair, inclusive, and safe ecosystem for all employees, tenant companies, entrepreneurs, interns, and stakeholders. Zero tolerance applies to all forms of discrimination (gender, gender identity, sexual orientation, age, disability, belief, political opinion, etc.).

“Equal pay for equal work,” equal opportunities, and a harassment-free environment are our fundamental principles.

2. Scope

- Technopark employees (administrative/technical/operational)
- Tenant companies, incubation and acceleration programs
- Suppliers, business partners, and event participants
- Interns and visitors

3. Governance and Responsibilities

- General Management:** Approval of the plan, allocation of resources, and setting annual targets.
- Human Resources:** Recruitment, promotion, training, complaint processes, and annual reporting.
- Gender Equality Commission:** Led by HR, includes representatives from Legal, OHS, Corporate Communications, Incubation/Programs, at least one tenant company and one employee representative. Meets twice a year.
- Corporate Communications:** Ensures inclusive language and visibility standards.
- Legal & OHS:** Provides safe spaces, manages complaint processes, and enforces sanctions.

4. Principles

- Procedural and Distributive Justice:** Transparent processes, support for disadvantaged groups.
- Equal Representation:** Ensuring gender balance in decision-making mechanisms.
- Safe Ecosystem:** Clear rules and sanctions against harassment, mobbing, violence, and discrimination.

5. Objectives, Targets, and Indicators

A. Institutional Structure and Work-Life Balance

- Establishment of the Commission and approval of annual action plans.
- Implementation of flexible work arrangements, parental support, and work-life balance practices.
- Indicator:** Number of commission meetings, percentage of employees using flexible arrangements, satisfaction survey results.

B. Employment, Promotion, and Equal Pay

- Use of bias-free, structured methods in recruitment and promotion processes.
- Conducting pay equity audits and publishing transparent pay bands.
- Indicator:** Gender pay gap ratio, use of structured interviews.

C. Awareness and Training

- Mandatory annual training for all employees and entrepreneurs.
- Awareness seminars open to tenant companies.
- Events on special days (e.g., February 11, November 25).
- Indicator:** Training completion rate, number of seminar participants.

D. R&D and Programs

- Increasing female representation in juries, mentors, and project teams.
- Providing access scholarships and role model meetings for female entrepreneurs.
- Indicator:** Gender distribution of applications, admissions, and graduations in programs.

E. Safe and Inclusive Environment

- Complaint/Reporting Mechanism:** Email, anonymous web form, hotline.
- Initial response time: 48 hours; preliminary assessment within 10 working days.
- Indicator:** Response time to complaints, safety survey results.

6. Monitoring and Reporting

- An **Annual Gender Equality Report** will be prepared and published on the website.
- Indicators monitored: representation ratios, recruitment/promotion/pay analyses, training participation, number of complaints, satisfaction scores.
- Annual action plans will be updated according to the results.

7. Stakeholder Collaboration

- Joint panels, projects, and training sessions with Sakarya University, municipalities, women-focused NGOs, and research centers.

8. Implementation and Review

- The plan entered into force on **01.09.2023**.
- It will be reviewed annually and undergo a comprehensive evaluation at the end of 2028.
- The first revision date is **01.09.2024**.
- The second revision date is **01.09.2025**.



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THANK YOU...

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