



MARMARA MUNICIPALITIES UNION GENDER EQUALITY PLAN (GEP)

2024 - 2029

**This plan was officially authorized and approved by
the Marmara Municipalities Union on August 2, 2024.**

Gender Equality at National and Local Context

Gender equality is recognized as an aspect of human rights in various national and international, laws or framework documents that public institutions in Turkey, including the MMU, are required to comply with or consider. This section will briefly touch upon these legal documents and frameworks.

Article 10 of the Turkish Constitution upholds the principle of equality before the law, stating that "everyone is equal before the law without distinction as to language, race, color, sex, political opinion, philosophical belief, religion and sect, or any such grounds." This constitutional provision grants equal rights to both men and women. The State is obligated to take necessary measures to ensure this equality to be effectively realized.

In line with international standards, Türkiye ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1985, thereby committing to a comprehensive framework for addressing gender-based discrimination. Besides, the Twelfth Development Plan of the Republic of Türkiye which defines policies and measures between the years 2024-2028, promises ensuring the priority of equal opportunities, empowering women, and inclusion of these principals in all plans, programs, policy development and implementation processes under the section 3.3.5., under the article 726,

727 and 728. Also, policies within the Twelfth Development Plan include women's equal participation in economic, social and cultural life and increasing their employment under conditions where the principle of equal pay for equal work is adopted. "The Strategy Paper and Action Plan on Women's Empowerment 2018-2023" prepared by the Ministry of Family and Social Services. These documents set out strategic goals and actions to improve the socio-economic status of women and promote gender equality.

The importance of gender-responsive budgeting is underscored in the 2022-2024 Budget Preparation Guide issued by the Presidency of Strategy and Budget under the Presidency of the Republic of Türkiye. This guide emphasizes the necessity for public services to cater to the specific needs and priorities of both women and men. The Budget Preparation Guide for 2023-2025 continues to stress the significance of gender-sensitive budgeting strategies for public institutions, ensuring that financial planning and resource allocation support the achievement of gender equality and effectively address the diverse needs of the population.

In Türkiye, the integration of the Sustainable Development Goals (SDGs) and the Local Equality Action Plans (LEAPs) has brought gender equality issues to the forefront of local government agendas. Several local governments have initiated projects and policies in alignment with LEAPs and the SDGs, particularly SDG 5, which aims to achieve gender

equality and empower all women and girls. However, it should be noted that these documents do not constitute binding policy instruments or agreements. Rather, they provide a strategic framework and guidance for local governments to address gender equality issues. Based on these national and international frameworks and agendas, the MMU has prepared this plan to contribute to gender equality.

Introduction

As a fundamental human right, gender equality is a precondition for establishing just and inclusive societies and cities. However, gender disparity represents a significant barrier to achieving social justice, as one of the most profound and widespread forms of inequality. Addressing this issue is not only a matter of fairness but also a fundamental human rights concern that is integral to the broader struggle for equality. Ensuring that all individuals, regardless of gender, have equal access to opportunities and resources is crucial for fostering an inclusive society where every person can fully contribute to and benefit from collective progress. Tackling gender inequality is imperative for building a more equitable and resilient future for all.

At the local level, gender equality has a crucial role for building more resilient communities. Local governments are instrumental in implementing gender-responsive policies and services that affect the daily lives of citizens. By advancing gender equality, local authorities ensure that public facilities and social services—address the diverse needs of

all community members, thereby improving overall quality of life and reinforcing social cohesion. Furthermore, promoting gender equality at the local level enhances women's participation in governance and decision-making, leading to more inclusive and representative institutions. This fosters an environment where all individuals can contribute to and benefit from economic and social development, supporting equitable and sustainable growth.

Marmara Municipalities Union (MMU) is the first and the largest regional Local Government Association in Türkiye with 197 members from the Marmara Region which is the center of scientific, cultural and high-value-added activities as well as of commerce, finance and industry. MMU carries on activities in areas such as environment, urbanization, migration and social cohesion, local diplomacy, local economic development, resilience, SDGs, urban technology and innovation. In these areas, MMU's activities include training, consulting, corporate capacity building, raising awareness, supporting scientific researches, advocating local democracy, and organizing events and meetings which gather relevant stakeholders.

In the article 7 of the MMU's Statute, it is stated that the Union carries out duties which contribute to social, environmental, economic and cultural development in line with the SDGs. Additionally, clause (u) of the article 7 states that the Union researches, conducts and participates in studies regarding different parts

of society and in fields such as social cohesion, social inclusion, equality of opportunity, and quality of life.

MMU's mission and vision are central to its efforts in addressing various forms of inequality, including gender inequality. By focusing on comprehensive research and sharing best practices, the organization equips local governments with the knowledge and tools needed to confront and reduce discrimination. This approach supports that policies and services are equitable and inclusive.

Gender equality should be promoted by the emphasis on creating awareness and supporting capacity-building. By fostering democratic and sustainable urban management, MMU helps create environments where gender equality is prioritized. This commitment is integral to achieving the broader goal of fair and inclusive urban development, where all individuals, regardless of gender, have equal access to opportunities and resources. Through its strategic efforts, MMU aims to address and mitigate all forms of inequality, with gender equality being a key focus in its mission to build more inclusive and equitable communities.

MMU is committed to act on policies regarding equality and inclusiveness by adopting measures to ensure and to comply with the principles of equality of opportunity in all its activities as well as its organizational body. MMU is managed by its president, Executive Board and General Assembly. The Executive Board of the Union

has 8 members including the president. 2 out of the 8 mayors in the Executive Board are women. In the General Assembly, 38 out of the 326 AssemblyMembers are women. Although this number may appear modest, it has shown a positive trend, increasing from 7,26% to 11,65% over recent years. The Union has a commitment to achieve equal opportunities, resulting in a workforce of 57 individuals, with 28 women and 29 men. At the executive level, the organization has made significant strides with 5 out of 11 managerial positions are held by women. This demonstrates MMU's strong commitment to gender equality and its dedication to fostering an inclusive workplace environment.

A notable example of MMU's dedication to gender equality is seen in the Marmara Urban Forum (MARUF), a biennial international urban forum organized by MMU. The event which attracts over five thousand participants from different sectors aims to create a platform to discuss urban challenges. In line with the commitment of MMU to gender balance, 52% of the speakers at MARUF23 were women, underscoring MMU's proactive approach to ensuring gender equality in all its activities. Additionally, the attendee ratio for the forum was 59.9% women and 40.1% men, highlighting the positive outcome of our efforts to plan and execute the event with gender balance in mind.

MMU has a dedicated role for SDG advocacy within its organizational structure. Less than ten years remain to achieve these targeted global goals, and MMU is actively supporting local

governments, raising their awareness of SDGs, strengthening their capacities, and monitoring their activities during this “Decade of Action.” In 2020, MMU established the “Embassy of SDG,” making it the first public institution in Türkiye to create such a position. This role is central to promoting and promoting gender equality within the institution and the member municipalities, specifically focusing on SDG 5 (Gender Equality). Furthermore, MMU created the “SDG Working Group” in 2020, which consists of representatives from each department.

This group ensures that each department’s perspectives and expertise are incorporated into SDG activities and facilitates coordination among departments. This group is another institutional body which promotes gender equality within MMU and beyond.

Key Objectives

- To institutionalize gender equality monitoring, evaluation and benchmarking mechanisms
- Ensure gender balance within the institution and in executive positions
- Promote and encourage gender equality in local governments through enhancing awareness and capacity building
- To enact formal mechanisms for the integration of a gender perspective in MMU’s activities, including events, publications, research, and training
- Implement measures to prevent and address gender-based violence within MMU
- Develop and implement measures to evaluate management and decision-making mechanisms based on gender equality and inclusivity

- To establish work-life balance mechanisms as add-ons to legal mechanisms
- The implementation of monitoring and evaluation through the presentation of annual assessment reports on the GEP’s objectives

A. Institutionalization and Capacity Building for Gender Equality

A.1. Current Structure and Goals

MMU currently has a Gender Equality Working Group comprising 18 members from various departments within the organization. This group is responsible for conducting an institutional analysis of MMU’s gender equality status and developing learning programs and an action plan to address identified issues, raising awareness on gender-related issues within MMU and its members and developing policy recommendations to promote gender equality in MMU’s member municipalities. Over the next year, the working group will expand its reach across the institution to more effectively guide gender equality policies. Each department will have at least one designated gender equality representative who will ensure that the department’s activities are aligned with gender equality principles. These representatives will also be tasked with bringing any equality-related issues encountered in their areas to the working group’s regular meetings for collective problem-solving.

MMU has an officer responsible for coordinating the 18 member Gender Equality Working Group

and overseeing the implementation of the Gender Equality Plan (GEP). A core team, guided by this officer and working with shared responsibility, is dedicated to the preparation and implementation of the GEP. This gender-balanced core team is led by four experts with diverse expertise in urban and social sciences, representing the Directorate of Training and Projects, the Directorate of International Affairs, and the Department of Urban Planning. The implementation, monitoring, and evaluation phases of the GEP will also be managed by this core team.

The Gender Equality Working Group is composed of five different departments. Up to this point the managers of these five departments are actively engaged in this group, demonstrating that five out of MMU's nine departments are focused on and sensitive to gender equality issues. Over the next year, representatives from the remaining departments will join the working group, forming a comprehensive Gender Equality Task Force that includes all MMU departments.

A.2. Steps for Institutionalization

The steps which will be followed to improve existing institutional structure will be followings:

1. Appointment of Representatives:

Representatives from the remaining four departments will be identified and appointed to the Gender Equality Working Group.

2. Training and Capacity Building:

All representatives will undergo training to

develop their understanding and perspective addressing gender equality issues. This process will include workshops, seminars, and learning programs.

3. Roles and Responsibilities:

Gender Equality Representatives: Each department will have at least one gender equality representative responsible for ensuring that their department's activities align with gender equality principles. They will also identify and report any gender equality issues within their departments.

Core Team: A core team, led by four experts from the Directorate of Training and Projects, Department of International Affairs, and Department of Urban Planning, will guide the task force. This team will oversee the implementation, monitoring, and evaluation of the Gender Equality Plan.

4. Integration and Collaboration:

The representatives will be integrated into the existing working group, forming a comprehensive Gender Equality Task Force. This task force will meet regularly to collaborate on developing policies and initiatives aimed at promoting gender equality across all departments.

5. Regular Meetings and Reporting:

The task force will hold regular meetings to discuss progress, challenges, and solutions related to gender equality. Reports from these meetings will be used to continuously improve the Gender Equality Plan and its implementation.

6. Monitoring and Evaluation:

The core team will be responsible for monitoring the progress of the task force and evaluating the impact of its initiatives. This will involve setting clear benchmarks and indicators for success.

7. Communication and Awareness:

The taskforce will develop a comprehensive communication strategy to raise awareness about gender equality initiatives within the organization and launch internal campaigns to promote gender equality and highlight the achievements of the Gender Equality Task Force.

A.3. Building a Safe Workplace Environment

Establishment of a Dedicated Focal Point for Sexual Harassment and Discrimination:

MMU will create a specialized focal point managed by a legal advisor to specifically address issues of sexual harassment and discrimination.

Comprehensive Learning Programs: Targeted learning programs will be provided to all employees and managers to educate them on preventing sexual harassment and discrimination, as well as to increase overall awareness.

Awareness Campaigns on Legal Rights and Reporting Mechanisms:

Awareness campaigns will be conducted to inform staff about their legal rights and the procedures for reporting incidents of sexual harassment and discrimination.

Addressing Gender Discrimination Through Policy Development:

Relevant studies will be organized to identify barriers related to gender discrimination, which will inform the development of effective policies to combat these issues.

A.4. Regular Training Programs

MMU's activities encompass training, consulting, corporate capacity building, awareness-raising, research, advocacy for local democracy, and organizing events, coordinating the actions of member municipalities and creating platforms for meetings with relevant urban stakeholders to bring together and cooperate. The MMU team will develop a series of targeted learning programs designed to enhance the capacity of member municipalities, promote the creation of more inclusive cities, and support the team's expertise across various domains.

Learning Programs for the Gender Equality Working Group:

The MMU will provide specialized learning programs for the Gender Equality Working Group to enhance their competencies and enable them to serve as effective facilitators within the organization.

Organization-wide Awareness Training:

Comprehensive gender equality awareness training will be offered to all MMU employees to foster a deeper understanding of gender-related issues.

Regular Workshops:

Workshops will be regularly organized to encourage each department to assess their work through a gender equality lens and plan future initiatives with this perspective in mind.

Support for Women Experts and Managers:

Tailored workshops will address career challenges faced by women experts and managers in local governments due to gaps in gender equality.

Women's Leadership Programs:

MMU will design and conduct learning programs and workshops focused on Women's Leadership, both internally and for women employed in member municipalities.

Gender Equality in Learning Programs:

All learning programs designed by MMU will incorporate a gender equality approach, ensuring that content and communication are aligned with gender sensitivity principles.

Dissemination of Good Practices:

MMU will disseminate successful gender equality practices both within the organization and with member municipalities to promote effective strategies and outcomes.

A.5. Data Collection and Monitoring

To ensure robust data collection and monitoring for the MMU's Gender Equality Plan, a comprehensive approach will be implemented. The process will begin with the establishment of clear objectives aimed at tracking the

effectiveness of gender equality initiatives, evaluating the impact of policies, and identifying areas needing improvement.

Key metrics will include gender representation across various departments, incidence of reported harassment, and overall employee satisfaction. A range of data collection methods will be utilized, including detailed surveys distributed to all employees, focus groups and interviews to gather in-depth insights, and the analysis of existing HR data.

Data collection will be conducted at regular intervals, using consistent methodologies to ensure comparability and reliability. The collected data will be thoroughly analyzed to uncover patterns, trends, and disparities, and findings will be compiled into periodic reports that will be shared with all stakeholders.

An essential component of MMU's collection strategy is the annual Gender Equality Survey, designed to assess employees' personal perceptions and experiences regarding gender equality within the organization. Administered by MMU to all employees each year, this survey will evaluate changes in employees' perceptions resulting from awareness-raising activities and identify areas where additional support mechanisms are needed. Developed and executed by the MMU Gender Equality Working Group, the survey will be conducted annually to track progress and pinpoint specific areas of inequality. This ongoing effort will inform targeted interventions

and continuous improvements in MMU's gender equality initiatives.

Feedback from these reports will be used to make informed adjustments to policies and practices. Accountability will be enforced by clearly assigning responsibilities for data management and incorporating data outcomes into performance reviews. Additionally, advanced data analytics tools and automated reporting systems will be employed to enhance the efficiency and accuracy of data analysis and reporting, ensuring that gender equality goals are met effectively.

A.6. Funding and Resources

To effectively implement and sustain gender equality initiatives, MMU will allocate both financial and human resources as follows:

Human Resource:

A dedicated labor force will be assigned to advance gender equality. This will include a core team specifically tasked with managing and overseeing gender equality programs, ensuring that these initiatives are effectively planned and executed.

Budget Allocation:

A specific portion of the annual budget will be allocated to support gender equality initiatives. This allocation will be integrated into the yearly budgets of relevant departments, ensuring that adequate financial resources are available for training, awareness programs, policy development, and support services.

Project Team Oversight:

The MMU Projects Team will be responsible for following and managing the application process of funds designated for gender equality priorities. This team will oversee the dissemination of these funds within the member municipalities, ensuring that resources are effectively utilized to advance gender equality goals and address identified needs.

By committing to these financial and resource allocations, MMU aims to create a supportive environment for gender equality, both within the organization and across its member municipalities.

B. Communication and Engagement

A key initiative within GEP is the development of a communication guide aimed at fostering inclusive and respectful communication practices. By implementing these practices, MMU not only aims to advance gender equality through its policies but also seeks to enhance communication effectiveness to foster equal opportunities for all.

Actions

B.1. Preparing a gender-inclusive communication guideline

The MMU's gender-inclusive communication guide will be designed to promote workplace equality, inclusivity, and respect by advocating for gender-neutral language in all communications. This guide will apply across the organization to

ensure that communication practices align with MMU's commitment to inclusivity and respect. The goal is to achieve a balanced and inclusive portrayal of women and men, considering contextual factors and diverse gender expressions, both in terms of quantity and quality.

This approach will take into account contextual factors and different expressions of people's genders, avoiding language or imagery choices that may be interpreted as biased, discriminatory, or demeaning by implying that one sex is the norm.

Inclusive language and communication are essential linguistic and visual tools that portray women and men as equals.

B.2. Usage of inclusive imagery to ensure that visuals in presentations, websites, and marketing materials reflect diversity and promote inclusivity.

B.3. This guide can also be encouraged to be used by MMU's member municipalities, and MMU can organize training and workshops to facilitate its adoption and effective use.

C. Recruitment & Career Progression

MMU is committed to integrating gender considerations into its recruitment, promotion, and career development processes, in accordance with relevant legislation. The Constitution of the Republic of Türkiye, the Civil

Servants Law No. 657 (CSA), and the Labor Law No. 4857 prohibit discrimination based on language, race, color, gender, disability, political opinion, philosophical belief, religion, or sect in employment practices. Specifically, Article 5 of the Labor Law ensures that no gender-based discrimination is permitted in employment relationships and mandates that equal wages be provided for the same job regardless of gender.

Acknowledging that inequalities often manifest as hidden biases rather than overt discrimination, MMU will implement additional control mechanisms and conduct awareness-raising activities to effectively address and mitigate these biases.

C1. Review Recruitment Processes:

C1.1. Institutionalize a systematic gender segregated data collection regarding recruitment.

C1.2. Address unconscious bias by providing training and awareness programs on gender equality to individuals involved in recruitment processes.

C1.3. If an imbalance in gender distribution is identified within any department, employment decisions will be made in light of this.

C2. Mentorship and Support:

C2.1. Establish a mentoring program for junior employees.

C2.2. Monitor gender balance to eliminate gender bias in performance evaluations.

C2.3. Develop decision-making mechanisms that reduce bias to ensure the

representation of women in managerial positions.

C2.4. Provide gender equality awareness training as part of the orientation for new employees.

D. Work-Life Balance

The absence of institutionalized work-life balance measures presents significant challenges for employees, particularly women, who often bear a greater burden of caregiving responsibilities.

As a public institution, MMU adheres to the regulations set forth by the Civil Servants' Act (CSA) No. 657 and the Labour Law (No. 4857). CSA No. 657 includes provisions designed to support a balanced work and personal life for female employees. For example, Article 104, Paragraph (A) of CSA No. 657 provides for sixteen weeks of maternity leave, with eight weeks allocated before and eight weeks after childbirth. Additionally, Article 104 (F) allows women to opt for part-time work following their maternity leave.

Actions

D.1. The MMU is unwavering in its commitment to protecting the rights of all employees as defined by law, guaranteeing that these rights are thoroughly upheld and effectively implemented.

E. Decision-Making and Leadership

MMU has demonstrated strong performance in achieving leadership balance; however, it

remains committed to sustaining this progress and further advancing the support for female leaders. The organization recognizes the importance of actively fostering an environment that not only maintains existing gender balance but also provides targeted support and development opportunities for women in leadership roles. Through strategic initiatives and continued efforts, MMU aims to reinforce its commitment to gender equality and ensure that female leaders are effectively supported and empowered within the organization.

E.1. Promote Gender Balance in Leadership:

E1.1. Provide training designed to prepare underrepresented groups for managerial roles.

E1.2. Create policies and support mechanisms that acknowledge the advantages of gender diversity and aim to increase the representation of women across all levels of management and decision-making bodies.

E1.3. Ensure that all decision-making bodies and committees maintain gender parity, with at least 40% representation of underrepresented gender.

E1.4. Develop and implement guidelines to ensure gender equality and sensitivity in decision-making processes.

E1.5. Ensure that data used in decision-making processes is collected and analyzed in a gender-sensitive manner.

F. Integration of Gender Dimension into Activities and Content

The integration of gender perspectives aims to embed gender sensitivity across all aspects of MMU. This involves creating an inclusive environment that promotes diversity and incorporates various gender perspectives into decision-making processes, leading to more equitable and inclusive outcomes.

Actions:

F1. Guidelines for Gender-sensitive

Activities:

F1.1. Develop guidelines to ensure that all the events organized by MMU are gender-sensitive. Including diverse representation among speakers, panelists and attendees, using inclusive language and considering gender-specific needs in event logistics.

F1.2. Create guidelines for incorporating gender perspectives into existing training programs as well as developing new content focused on gender-sensitive methodologies.

F1.3. Establish guidelines that consider gender differences and impacts, covering everything from the development of research questions to data analysis.

F1.4. Install guidelines for gender-sensitive publications, ensuring they reflect gender diversity, avoid stereotypes, and consider the different impacts of policies on various genders.

F2. Dissemination:

F2.1. Support the dissemination of gender-related research findings, best practices and publications to a broader audience, ensuring these resources are widely accessible.

F2.2. Translation of gender equality-sensitive guides and roadmaps from international resources into Turkish, and dissemination of the guides among member municipalities.

F3. Transparency:

F3.1. Implement transparent processes for all activities including hiring and decision-making with clear criteria and open communication.

F3.2. Outline a measurable evaluation process for MMU activities to assess the integration of gender perspectives, ensuring accountability and continuous improvement.

G. Combating Violence, Sexual Harassment, and Discrimination

Violence, sexual harassment, and discrimination are serious offenses under the Turkish legal system, carrying significant penalties. The Union operates under several key regulations, including State Procurement Law No. 2886, Public Procurement Law No. 4734, Public Procurement Contracts Law No. 4735, Public Financial Management and Control Law No. 5018, and the Law on Court of Accounts No. 6085.

Article 125 of the Law No. 657 lists what actions are subject to disciplinary penalty by the and what measures to be taken against each violation for the public servants. In the section D of the abovementioned Law, under subarticle I, discriminatory action based on race, gender, religion are subject to disciplinary action.

These issues undermine the safety, well-being, and equality of all employees and infringe on

fundamental human rights guaranteed by the constitution and other laws. These rights include the protection and development of human rights based on human dignity, the guarantee of equal treatment, and the prevention of discrimination in the enjoyment of legally recognized rights and freedoms. MMU recognizes the importance of addressing these issues and is committed to enhancing awareness and establishing effective procedures to prevent such situations within the organization.

Actions:

G1. Develop Clear Policies and Procedures:

G1.1. Develop and implement a comprehensive policy prohibits all forms of sexual harassment, violence and discrimination. Clearly define inappropriate behavior, outline the rights and responsibilities of all employees in this document. Document should be easily accessible both to staff and stakeholders and should undergo regular reviews and updates.

G1.2. Establish clear, confidential and accessible reporting mechanisms for individuals to report incidents.

G1.3. Create a swift and fair support system for victims, providing guidance on the reporting process and information on available resources. Also confidential counseling and support services for victims of harassment and discrimination.

G2. Awareness and Training:

G2.1. Organize regular training sessions for all

employees, on recognizing, preventing and responding to harassment and discrimination. Topics like forms of harassment, appropriate intervention strategies, unconscious biases, creating an inclusive workplace culture to be addressed.

G2.2. Conduct awareness campaigns to promote a culture of respect and inclusion. Campaigns should include and emphasize the availability of reporting mechanisms and support services.

G2.3. Organizing relevant awareness studies. to raise awareness on legal rights.

H.Promoting and Encouraging Gender Equality in Local Governments

The primary objective of MMU is to contribute to the institutional capacity development of its member municipalities. To support the achievement of gender equality, MMU aims to advance gender mainstreaming through the following actions:

Actions:

H.1. Develop and implement comprehensive training programs on gender equality for member municipalities to enhance their understanding and application of gender-sensitive practices.

H.2. Execute campaigns and activities aimed at increasing awareness about gender equality among local communities and governmental entities.

H.3. Develop/participate as a stakeholder/support projects on gender equality.

H.4. Produce relevant publications, reports, and guidelines on gender equality to provide valuable information and support for community and local governments.

H.5. Establish peer-to-peer learning initiatives to facilitate the exchange of knowledge and experiences related to gender equality among member municipalities.

H.6. Foster improved collaboration and communication between municipalities to address gender equality issues collectively and effectively.

H.7. Promote the sharing of best practices internationally to advance gender equality.

H.8. Facilitate the communication and collaboration among diverse stakeholders, including central government, local authorities, NGOs, and the private sector to support the gender equality initiatives.

I. Monitoring and Evaluation

Gender Equality Plan (GEP)'s effectiveness will be regularly evaluated through feedback and other mechanisms that ensure participation. Necessary adjustments also will be done regularly to ensure GEP remains relevant, effective and responsive to the changing needs of the organization and its employees.

Actions:

I.1. Regular Monitoring:

I.1.1. Conduct regular reviews of the implementation and progress of the GEP.

I.1.2. Utilize gender-disaggregated data to monitor the outcomes of gender equality

initiatives and assess the impact of the GEP on the organization. This data is crucial for making informed decisions and identifying areas for further improvement.

I.1.3. Conduct surveys to evaluate work-life balance and job satisfaction among employees to provide insights into employees' experiences and perceptions of the workplace environment and the effectiveness of gender equality measures.

I.2. Annual Reporting:

I.2.1. Publish annual reports that detail the status of gender equality initiatives within the organization.

I.2.2. Ensure that the annual reports are accessible to all stakeholders, including employees, management, and external partners.

I.3. Feedback Mechanisms:

I.3.1. Establish channels for collecting feedback from employees on the effectiveness of gender equality measures like; anonymous surveys, suggestion boxes, or designated contacts within the organization.

I.3.2. Use the feedback collected to make informed adjustments to the GEP to foster a more inclusive and equitable workplace.