



Equal Opportunity Model: FEM



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It is necessary to include the gender perspective and a culture of equity in the organizations, **based on the possibility of women and men having access, on equal terms**, to the production and distribution of goods and services.

This way, women will have greater opportunities for professional development and economy will have greater opportunity for growth and prosperity for that organization.





Background



Under the Technical Assistance of the World Bank, KAGİDER has been developing the Gender Equality Model for Turkey since 2010. The Turkish version entitled FEM, concentrates on Equal Opportunity for woman in workplace.

- This model had been firstly implied in **Mexico** in 2003 with the financial and technical support of the World Bank. Mexican model, MEG has become an initial model to be further developed.
- **Chile** has started its own certification model IGUALA in December 2008 with the training support of the World Bank.
- **Argentina** has initiated its own pilot in 2009 with 13 firms and 13.000 employees. Certification model was designed with the support of the World Bank.
- **Paraguay** requested World Bank support to develop a gender equality model that targets SMEs.
- **Egypt** has applied its own model GEME during 2007-2009 period. GEME was developed and funded by World Bank. The applying agency was UNIFEM.



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How do we know that your company is an equal opportunity employer for women and men?

- Do you explicitly say it?
- Do you consider recruiting women in your recent recruitments?
- Do you make training available to the women and men equally?
- Do you consider women in the promotions during the year?
- Do you respect maternity leave and such rights?
- What happens if you have a complaint? Do you have a procedure to investigate?
- What do your advertisements say to the society?





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KAGİDER
Türkiye Kadın
Girişimciler Derneği
Women Entrepreneurs
Association of Turkey





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For the certification the independent compliance partner will mainly look at these areas and / or procedures:

1. The **CEO Declaration** and Commitment to Equal Opportunities
2. Equal Opportunities in Job **Recruitment and Selection**
3. Equality in Access to **Trainings** and Self-Improvement Activities
4. Equality in **Promotions** and Career Development Opportunities
5. **Career Support** Procedures for Employees with Children (maternity)
6. Procedures for Harrassement and **Claim Management** in the Workplace
7. Communications Language and Corporate **Advertisements**

Agreed Upon Procedures





Certification Cycle





Participating Firms of the 1st Stage

KAGİDER
Türkiye Kadın
Girişimciler Derneği
Women Entrepreneurs
Association of Turkey

BOYNER HOLDİNG

sanofi aventis

Esas olan sağlıktır.

IBM

AKBANK



Coca-Cola

Eczacıbaşı

Garanti

SIEMENS

vodafone

Hürriyet

NOVARTIS



Current Progress



- ✓ Declaration and CEO commitment of 12 firms took place.
- ✓ Compliance agreements were signed with the 12 participating firms.
- ✓ Agreed upon procedures compliance is currently taking place.
- ✓ Compliance process of 3 firms successfully ended, reports submitted to KAGIDER.
- Certifications will be scheduled.
- 40 companies on the short list including 3 public enterprises that expressed interest.
- New certification cycle will start soon.





Thank you.

