



GENDER EQUALITY PLAN FOR 2024-2025

The Gender Equality Plan (GEP) is developed to ensure a culture that enables equal opportunities for women and men at EDUJI.

Our company comprises two co-founders and two employees with an equal gender distribution of 50% women and 50% men. We recognize that gender equality is not just a moral imperative but also a crucial factor in a company's success. In order to ensure that everyone in our company has equal opportunities for their work life, we have developed a comprehensive Gender Equality Plan.

Our GEP includes our gender equality diagnosis and action plans under five headings: (1) Recruitment and career progression, (2) Work-life balance, (3) Leadership and decision making, (4) Integration of the gender dimension into research and teaching content, (5) Measures against gender-based violence including sexual harassment.

We are committed to regularly reviewing and updating this plan to ensure that it remains relevant and effective. The current GEP plan involves collecting data throughout the year and analysing it at the end of each year in terms of equality and our objectives. To report our annual results, we will gather both quantitative and qualitative data. For qualitative data, we will provide an annual survey consisting of open-ended questions.



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Gender Equality Diagnosis

This chapter reports on different aspects related to gender equality in EDUJI. Data presented is referred to the period between 2021 and 2024.

1-Gender Distribution at EDUJI

Table 1: Gender distribution and contractual relations among employees

Type of contract	Women				Men			
	2021	2022	2023	2024	2021	2022	2023	2024
Co-founder (Board)	1	1	1	1	1	1	1	1
Full-time					1	1	1	1
Part-time			1	1				



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2-Gender distribution in decision making positions

Table 2: Gender distribution in decision-making positions

Decision-making team	Women				Men			
	2021	2022	2023	2024	2021	2022	2023	2024
Board of directors	1	1	1	1	1	1	1	1

3-Gender distribution of female and male candidates applying for an internship

Table 3: Distribution of female and male candidates applying for an internship

Position	Women				Men			
	2021	2022	2023	2024	2021	2022	2023	2024
Intern		30%	37%	50%		70%	63%	50%



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Gender Equality Diagnosis

4-Gender distribution of educational levels among employees

Table 4: Gender distribution of educational levels among employees

Education Level	Women				Men			
	2021	2022	2023	2024	2021	2022	2023	2024
PhD	1	1	1	1	1	1	1	1
Master's degree						1	1	1
Bachelor's degree			1	1				



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Gender Equality Diagnosis

Conclusion about the current situation

According to our analysis, between 2021 and 2024, co-founder positions (board) maintained equal gender representation throughout the period, while full-time contracts remained occupied by men and part-time positions occupied solely by women. Although the data shows gender imbalances in full-time and part-time contracts, it is essential to consider the context of our company's size, where a majority of employees have been with us for an extended period. This stability means that significant changes in gender representation are unlikely due to the absence of new recruitment processes. These trends reflect both successes and areas for improvement in our company's gender equality plan.

In terms of current awareness of gender equality, our company is a spin-off company that also benefits from Ege University's Technopark training and sources. Also, as a Izmir Chamber of Commerce member, we are attending its training, seminars, and panels and we are seeking other opportunities. For example, we attended two panels at a summit focusing on gender disparity with our board of directors and two employees in the beginning of this year.

Moreover, our decision-making has complied with the Eleventh Development Plan and the "Women's Empowerment Strategy Document and Action Plan (2018-2023)" published by the Ministry of Family and Social Services of Turkey. This document highlights the low ratio of women in decision-making positions in Turkey. Increasing the number of women in such roles is necessary to address this issue. In EDUJI, our female co-founder has 60% decision-making control. Also we have equal opportunities for both genders in the research and development process.



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Objectives of the Gender Equality Plan

We have identified objectives in compliance with Horizon Europe 2021 guidelines, including (1) Recruitment and career progression, (2) Work-life balance, (3) Leadership and decision making, (4) Integration of the gender dimension into research and teaching content, (5) Measures against gender-based violence including sexual harassment.

We believe supporting external initiatives is just as important as achieving our internal objectives. Therefore, we are committed to promoting activities that focus on achieving gender equality through participation, spreading awareness, or sponsoring.

In general, our goal is to adhere to the declarations set forth by national and international initiatives that promote gender equality. We aim to contribute to the rise of gender equality practices in the corporate world by supporting declarations that align with our goals and strategies, have a significant impact, and provide opportunities for development. Additionally, we will be mindful of using language that is consistent with gender equality principles in both internal and external communication.



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Action Plan

1-Recruitment and career progression

The Constitution of the Republic of Turkey, Labor Law No. 4857 prohibit employee discrimination. The relevant legislation includes provisions prohibiting discrimination in recruitment and workplaces based on language, race, colour, sex, disability, political opinion, philosophical belief, religion, or sect. Under section 5 of the Labor Law, no discrimination based on sex is made in employment relations, and no lower wages may be agreed for work of the same or equal value on the grounds of sex.

Key Objective	Intermediate Objective	Action Goal
We will prevent unconscious bias in the recruitment process.	We will provide unconscious bias training for recruiters through workshops, reports, and other beneficial sources. Additionally, we will review the language used in our advertisements.	We will achieve a 100% completion rate for unconscious bias training and conduct surveys with recruiters to assess their awareness of unconscious bias and their confidence in mitigating its impact.



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1-Recruitment and career progression

Key Objective	Intermediate Objective	Action Goal
<p>We will ensure gender balance in recruitment by maintaining equal representation of each gender among all staff, including full-time staff, part-time staff, interns, and others.</p>	<p>In the recruitment process, we will analyse the current gender ratio in our company and make our decision based on the results. If the ratio shows that one gender is underrepresented, we will prioritise candidates from that underrepresented gender. If the ratio is already equal, we will decide based on the competencies of the candidates. To ensure a transparent and unbiased recruitment process, we will create a template for every recruitment decision.</p>	<p>We will track the gender ratio of new hires (full-time, part-time, interns, etc.) throughout the year and achieve a 50%-50% ratio for each gender.</p>
<p>We will ensure support for women in recruitment.</p>	<p>We will reopen our recruitment process or extend the deadline if we do not receive any applications from women.</p>	<p>We showcase the number of female applicants for available job positions and the percentage of them who move forward to each recruitment stage, such as interviews or job offers. Our results will include individuals of all genders.</p>



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1-Recruitment and career progression

Key Objective	Intermediate Objective	Action Goal
We will foster a workplace culture that integrates and promotes gender equality principles for all staff.	We will provide newly recruited staff with fundamental GEP training and introduce them to our GEP plan.	We will conduct mini-assessment tests to measure recruits' understanding of key GEP concepts and objectives and ensure they are aware of the concepts with an 80% accuracy.
We will ensure that all our staff members have equal opportunities for career progression.	We will document and track the participation of our staff in all events, ensuring equal representation of both genders.	We will analyse our data and ensure that there is equal participation in events for both genders. Additionally, at the end of the year, we will conduct a survey that includes open-ended questions to gather feedback and thoughts on how we can continue to ensure equal participation in events.



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2-Work-life balance

Key Objective	Intermediate Objective	Action Goal
We will support our staff regarding work-life balance.	We will provide training and beneficial resources.	We will conduct surveys to evaluate employee satisfaction with work-life balance initiatives. We will present results disaggregated by gender.
We aim to reduce the motherhood penalty by providing equal support for both parents in the workplace.	We will offer our employees who are parents the option to work remotely when needed.	We will conduct staff satisfaction surveys at the end of the year to ensure work-life balance support and receive positive feedback with an 80% ratio.



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3-Leadership and decision making

Key Objective	Intermediate Objective	Action Goal
We will inform all our employees about our GEP plan and encourage them to understand its importance.	We will have open discussions with our employees to assess the effectiveness of our GEP plan.	We will track the number of employees participating in information sessions or training related to the GEP and conduct mini-tests to assess employees' understanding of the GEP's goals, key actions, and importance.
We will mitigate (unconscious) selection biases and raise awareness and understanding of the gender dynamics at play in interactions during the decision-making process.	We will provide all decision-makers with gender equality training.	We will evaluate employee perceptions of fairness and transparency in decision-making processes through surveys, focus groups, or individual interviews.



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4-Integration of the gender dimension into research and teaching content

Key Objective	Intermediate Objective	Action Goal
We will support both genders in the process of implementation of R&I projects.	We will provide guidance on the design and implementation of projects through various resources such as guidelines, video tutorials etc.	We will track the number of employees participating in the implementation process of R&I projects.
We will increase awareness of the gender dimension in R&I among employees responsible for it.	We will provide beneficial resources.	We will track the number of employees' benefits and shared resources related to the gender dimension in R&I.



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5-Measures against gender-based violence including sexual harassment

Key Objective	Intermediate Objective	Action Goal
<p>We will declare zero tolerance regarding harassment and violence.</p>	<p>We will adopt disciplinary measures in cases of harassment and violence.</p>	<p>Sanctions under the Turkish Penal Code No. 5237 Violent words and behaviours in the workplace may constitute one or more of the crime types under the Turkish Penal Code (TPC). In this context, the crime of insult (n.125 of the TPC), the crime of discrimination (n.122 of the TPC), the crime of directing suicide (n.84 of the TPC), the crime of intentional injury (n.86 of the TPC, n.87 of the TPC), the crime of persecution (n.96 of the TPC), the crime of sexual assault or sexual harassment (n.96 of the TPC), sexual assault or sexual harassment (TPC n.102, TPC n.105), the crime of using force (n.108 of the TPC), the crime of disturbing the peace and tranquility of persons (n.123 of the TPC). Therefore, the perpetrator of violence in the workplace is liable to be subjected to different criminal sanctions depending on the type of offence.</p>



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Date

27.02.2024

Signed by

**Chairperson of Board
ÖZGE ANDIÇ ÇAKIR**

**Board Member
FIRAT SARSAR**



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