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**GENDARMERIE GENERAL COMMAND**

**GENDER EQUALITY PLAN**

**(GEP)**

**2024-2028**

**Institutional Scope**

The Gendarmerie of the Republic of Türkiye is an armed general law enforcement force that ensures the protection of security and public order and fulfills the duties assigned by laws and Presidential decrees. The duties of the Gendarmerie are categorized under three main titles: civil, judicial and military duties. While the Minister of Interior is responsible for ensuring security and public order throughout Türkiye, Governors in provinces and District Governors in districts are assigned with this responsibility. The Minister of Interior fulfills this duty by the Gendarmerie General Command, Turkish National Police (TNP), and Coast Guard Command. In terms of the area responsibilitiy, city centers belong to the TNP, the areas outside of city centers belong to the Gendarmerie. However, they are within the city center, places deemed appropriate in terms of service requirements may be determined as the Gendarmerie's area of duty and responsibility. 93% of Türkiye's surface area constitutes the area of responsibility of the Gendarmerie General Command. The Gendarmerie is responsible for 21% of Turkey's population. Especially in the summer months, the population in the Gendarmerie area doubles due to domestic and foreign tourism activities.

Gendarmerie General Command personnel consists of officers, non-commissioned officers, specialized gendarmes, specialized sergeants, civil servants and privates. The number of personnel is approximately (200,000) and the professionalization rate is 91%. Among these personnel, women are also employed. In the recruitment of human resources, it is ensured that 10% of the personnel are women. In our institution, merit and qualification criterias required by the job play the most important role in the employment of female officers and NCOs, female managers and female civil servants. Professional cooperation between men and women is reinforced in our corporation, where women have an equal share in business life.

An institutional structure for sex-disaggregated data collection and monitoring is a necessity for a full understanding of gender equality in public policies. As a result, a strong institutional commitment to gender strategy with a coordinated approach to support and promote gender equality is essential.

In order to ensure these approaches, a Gender Equality Plan (GEP) will be prepared and put into effect. In order to ensure gender equality throughout the plan, a gender-sensitive approach that accommodates the different needs and priorities of women and men will be adopted in the provision of public services. The steps and indicators related to the GEP are summarized in the process as follows. EU standards and Gender Equality Strategy (2020-2025), Article 5 of the Gendarmerie General Command and Coast Guard Command Personnel Regulation and the Regulation on the Planning of Gendarmerie General Command Manpower Needs were taken into consideration in the GEP of our organization.

A well-structured social gender strategy provides the basic framework within which institutions can incorporate gender into research and innovation at the institutional level. Our institution's first "Gender Equality Plan (GEP)” for 2024-2028 is a working document that intends to establish guidelines and principles for all initiatives in promoting gender equality in research and innovation.

The purpose of this plan is to establish a framework for setting specific goals to advance gender equality and to create a corporate strategy and action plan to support our commitment to equal opportunities.

**This GEP is organized as six sections:**

Section I. Institutionalization and Capacity Building for Gender Equality ...............................

Section II. Recruitment, Career Progression and International Assignments..................................

Section III. Work-Life Balance.................................................................................................

Section IV. Decision-Making and Leadership........................................................................................

Section V. Integration of the Gender Dimension into Research Content .....................

Section VI. Combating Violence against Women, Sexual Harassment and Discrimination ……………….

**Part I. Institutionalization and Capacity Building for Gender Equality**

The 1982 Constitution of the Republic of Türkiye (Art. 10) clearly states that everyone is equal before the law without discrimination based on language, race, color, sex, political opinion, philosophical belief, religion, sect and similar grounds. Men and women have equal rights and the State is obliged to ensure that this equality exists in practice. Measures taken for this purpose shall not be considered contrary to the principle of equality. State organs and administrative authorities are obliged to act in accordance with the principle of equality before the law in all their actions.

In this regard, the aim of the GEP is to promote a transformation of institutional structures to advance gender equality, while securing its implementation and supporting the process.

The following institutional arrangements and assignments will be made to ensure the success of the GEP:

A Gender Equality Working Group will be established to oversee the implementation, coordination and oversight of this plan. The Working Group will be responsible for identifying areas for development related to gender equality.

The Working Group will work to ensure implementation of the CEP strategy, ensure regular data collection and support monitoring. This team will periodically conduct quantitative and qualitative studies on gender equality.

The Gender Equality Committee will meet at least twice a year and will be responsible for the following tasks:

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| Section | Subject | Planned Action | Time Schedule | | | | | Responsible Person/Unit/Department | Success Indicators |
| 2024 | 2025 | 2026 | 2027 | 2028 |
| I | Institutionalization and Capacity Building for Gender Equality | Providing the strategic leadership and management for the implementation of the GEP Strategy | X | X | X | X | X | Gender Equality Working Group | Organizing a meeting twice a year |
| Drafting the annual program of the plan and ensuring that it is submitted to senior executives |  | X | X | X | X | Submitting the Report to the Command |
| Supporting the implementation of a regular gender equality reporting system | X | X | X | X | X | Data recording and reporting disaggregated by gender equality |
| Conducting workshops and awareness-raising activities on gender equality by Gendarmerie and Coast Guard Academy , ensuring the participation in gender equality learning opportunities, including workshops and awareness-raising activities conducted by other institutions, and encouraging the participation of the Gendarmerie personnel | X | X | X | X | X | Providing the participation of 30% of employees from all units in each activity |
| Providing consultancy on the development of GEP activities to be developed by Provincial Gendarmerie Commands |  | X | X | X | X | Organized Trainings |
| Assessing overall achievement in terms of inclusiveness and gender equality and preparing proposals to promote achievements in this regard |  | X | X | X | X | Releasing the due diligence report |

In accordance with the Gender Equality Plan, the number of female and male personnel will be separately represented in the 2024-2028 Strategy Plan prepared by the Gendarmerie General Command, the participation rates of female personnel will be monitored and measures will be taken to encourage their participation in activities.

**Section II. Recruitment, Career Progression and International Assignments**

Personnel are recruited to the Gendarmerie General Command within the scope of the Constitution of the Republic of Turkey, Law No. 2803 on Gendarmerie Organization Duties and Authorities and Regulation, Personnel Law No. 926, Law No. 4678 on Contracted Officers and Non-Commissioned Officers to be Employed in the Turkish Armed Forces, Civil Servants Law (DMK) No. 657 and Labor Law No. 4857.

The Constitution and Laws of the Republic of Turkey prohibit discrimination among employees. The relevant legislation includes provisions prohibiting discrimination based on language, race, color, sex, disability, political opinion, philosophical belief, religion or sect among employees in recruitment or workplaces.

Pursuant to Article 5 of the Labor Law, no discrimination based on sex may be made in the employment relationship and no lower wages may be determined for the same job because of the sex of the employees.

In order to improve recruitment and career progression processes;

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| Section | Subject | Planned Action | Time Schedule | | | | | Responsible Person/Unite/Department | Success Indicators |
| 2024 | 2025 | 2026 | 2027 | 2028 |
| II | Recruitment | Ensuring gender balanced staffing or, if this is not possible, including a minimum percentage of female personnel (10%) | X | X | X | X | X | Department of Personnel | Annual Appointment Statistics |
| Determining the percentage of female personnel in specialization | X | X | X | X | X | Department of Personnel | At least 10% female staff |
| Encouraging the participation of female personnel in domestic and international graduate education studies | X |  |  |  |  | Department of Personnel | The number of announcement of the organizing trainings and education opportunities |
| Paying attention to the balance between female and male in staffing arrangements |  | X |  |  |  | Department of Public Order | Adressing the issue within the framework of the Organization Staff Equipment Plan |
| Recruitment and training of personnel up to the quota determined within the basis of the Personnel Recruitment and Training Plan | X | X | X | X | X | Gendarmerie and Coast Guard Academy | Number of personnel graduating annually |
| Reporting the recruitment realization rates according to the quotas envisaged in the current plan to the Department of Personnel at the end of each recruitment process | X | X | X | X | X | Gendarmerie and Coast Guard Academy | The number of the personnel recruited annually |
| Budgeting for the costs of students and staff (male/female) to be trained according to the staff recruitment and training plan established on the basis of the Manpower Plan, | X | X | X | X | X | Department of Financial Services | Annual Budget Plan |
| Career Progression | Encouraging an increase in the percentage of women applying for and receiving EU grants, awards and funding for project activities | X | X | X | X | X | Department of Strategy and Foreign Relations | Organized Trainings |
| Budgeting the costs for the execution of the activities to be carried out under the Gender Equality Plan | X | X | X | X | X | Department of Financial Services | Annual Budget Plan |
| International Assignments | Taking into account merit and qualification for the duties, encouraging female personnel in temporary and permanent assignments in foreign countries |  | X | X | X | X | Department of Personnel Department of Strategy and Foreign Relations | Organized Trainings |

**Section III. Work-Life Balance**

A healthy work-life balance is important for individual well-being, productivity and creativity. As a public institution, our organization strictly adheres to the workplace regulations set by the Civil Servants Law No. 657 (DMK) and Labor Law No. 4857.

Civil Servant Law No. 657 introduces a series of regulations to ensure a healthy balance between the professional and private lives of female employees. For example, pursuant to paragraph (A) of Article 104 of the DMK No. 657, a female civil servant is granted maternity leave for a total of sixteen weeks, eight weeks before and eight weeks after childbirth. Furthermore, as regulated in Article 104 (F) of the DMK No. 657, women can work part-time after the end of the maternity leave period. There are regulations such as Article 42, paragraph 2 of the Gendarmerie General Command and Coast Guard Command Personnel Regulation <<...female civil servants cannot be assigned night watch and night shift duty during pregnancy and for two years after delivery if it is stated in medical reports...>>, Article 55, paragraph 1, subparagraph (e) <<...female personnel can work in civilian clothes instead of official clothes if they document their pregnancy...>>.

In order to ensure women's participation in working life, measures are taken in accordance with Article 13 of the "Regulation on Conditions of Employment of Pregnant or Breastfeeding Women, Breastfeeding Rooms and Child Care Facilities" published in the Official Gazette dated August 16, 2013, based on Article 30 of the Occupational Health and Safety Law No. 6331.

The following actions will be taken to improve work-life balance:

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| Section | Subject | Planned Action | Time Schedule | | | | | Responsible Person/Unit/Department | | Success Indicators |
| 2024 | 2025 | 2026 | 2027 | 2028 | |  |  |
| III | Work-Life Balance | Equality of opportunity and treatment between male and female will be promoted | X | X | X | X | X | | Department of Personnel | Organized Trainings |
| The institution's gender equality policy will be regularly disseminated through internal communication tools |  | X | X | X | X | | General Secretariat | Developed Utilities |
| Gender balance will be promoted within the scope of equal access to education and training | X | X | X | X | X | | Department of Personnel | Organized Trainings |
| Trainings will be organized to raise awareness on women's rights in working life | X | X | X | X | X | | Department of Strategy and Foreign Relations | Organized Trainings |
| Surveys will be conducted among employees to monitor work-life balance and job satisfaction |  | X | X | X | X | | Department of Strategy and Foreign Relations | Survey Analysis Report published |
| Social media tools and audiovisual materials will be prepared to make the Gendarmerie General Command exemplary and visible in its field in the society. |  | X | X | X | X | | General Secretariat | Improved Utilities |

**Section IV. Decision-Making and Leadership**

A female Colonel in the Gendarmerie General Command was promoted to the rank of Brigadier General in 2023. This was the first time in Türkiye. Similarly, a female Colonel was promoted to the position of Chief of Staff for the first time. In 2024, the first female Provincial Gendarmerie Commander (in Çankırı that is a province in Türkiye) was assigned. Promotion of female personnel will be encouraged. Provincial Gendarmerie Commanders in the provinces are responsible for fulfilling the duties of the Gendarmerie. Provincial Gendarmerie Commanders will be encouraged to provide opportunities for female personnel to develop themselves in terms of merit and competence.

There is a need to strengthen the representation of women in leadership and decision-making positions. In this regard, identifying factors affecting equal opportunities for women and men, setting priorities and promoting gender equality through awareness raising activities are considered as important areas for improvement.

Regulatory measures will also be taken to ensure gender balance among project teams.

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| Section | Subject | Planned Action | Time Schedule | | | | | Responsible Person/Unit/Department | Success Indicators |
| 2024 | 2025 | 2026 | 2027 | 2028 |
| IV | Decision-Making and Leadership | Promotion of female staff will be encouraged. | X | X | X | X | X | Department of Personnel | Organized Trainings |
| Regulatory measures will be taken to ensure gender balance among project teams |  | X | X | X | X | Department of Strategy and Foreign Relations | 10% female personnel participation in all activities, including managarial and mid-level positions |
| Encouraging the Provincial Gendarmerie Commanders for female personnels to provide opportunities to develop themselves in terms of merit and competence | X | X | X | X | X | Department of Personnel | Organized Trainings |

**Section V. Integration of the Gender Dimension into Research Content**

The Department of Strategy and Foreign Relations is responsible for coordinating the tasks of conducting studies, preparing, having projects prepared and implementing them in order to determine research and development strategies and priorities on behalf of the Gendarmerie General Command.

While new developments are continuously emerging in the field of security in the world, studies will be carried out to develop innovative technologies that our country and the Gendarmerie General Command need and to determine alternative strategies to be implemented by following these developments. In addition to integrating the gender dimension into R&D activities, gender-sensitive budgeting for the specific needs and priorities of women and men will be taken into account to ensure equal opportunities as stated in the 2022-2024 Budget Preparation Guidelines published by the Presidency of the Republic of Turkey Department of Strategy and Budget.

In order to integrate the gender dimension into research and conduct research analyses on this perspective, the following actions will be taken by adopting an inclusive vision and establishing a budget structure with a gender-sensitive planning perspective.

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| Section | Subject | Planned Action | Time Schedule | | | | | Responsible Person/Unit/Department | Success Indicators |
| 2024 | 2025 | 2026 | 2027 | 2028 |
| V | Integration of Gender Dimension into Research Content | Trainings will be organized to integrate the gender equality dimension into research and raise awareness on this subject | X | X | X | X | X | Department of Strategy and Foreign Relations | (2) events per year |
| Studies will be conducted on gender-sensitive planning and budgeting and trainings will be received from the specialists of the fields | X | X | X | X | X | Department of Financial Services | (2) events per year |
| Gender-disaggregated analysis and related methodologies will be included in research and gender-sensitive reporting and planning will be ensured in research findings | X | X | X | X | X | Department of Strategy and Foreign Relations | Annual Reports |
| Regulatory measures will be taken to ensure gender balance among project teams | X | X | X | X | X | Department of Strategy and Foreign Relations | 10% of female personnel |

**Section VI. Combating Violence against Women, Sexual Harassment and Discrimination**

Violence against women, sexual harassment and discrimination are crimes that require severe penalties in the Turkish judicial system. Furthermore, such matters as the protection and promotion of human rights based on human dignity, guaranteeing the right of individuals to equal treatment, and preventing discrimination in the enjoyment of legally recognized rights and freedoms are guaranteed by the Constitution and other laws. Additionally, although sexual harassment and discrimination are recognized as crimes under the DMK No. 657 and Labor Law No. 4857, there is a need for efforts to raise awareness among employees on what constitutes sexual harassment and discrimination.

Within this perspective, it has been observed that employees generally do not have sufficient awareness and knowledge about procedures and codes of conduct in cases of assault, discrimination, violence and harassment.

The following actions will be taken to combat violence, sexual harassment and discrimination against women in the workplace:

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| Section | Subject | Planned Action | Time Schedule | | | | | Responsible Person/Unit/Department | Success Indicators |
| 2024 | 2025 | 2026 | 2027 | 2028 |
| VI | Combating Violence against Women, Sexual Harassment and Discrimination | Trainings will be organized for all employees and managers on combating sexual harassment and discrimination and raising awareness. | X | X | X | X | X | Department of Personnel  Gendarmerie and Coast Guard Academy | (2) events per year |
| Awareness raising activities will be carried out on legal rights and complaint procedures to combat sexual harassment and discrimination |  | X | X | X | X | Department of Personnel  Gendarmerie and Coast Guard Academy | (2) events per year |
| Awareness raising activities will be organized to detect barriers due to gender discrimination and policies will be formulated in this field |  | X |  | X |  | Department of Strategy and Foreign Relatios | 60% participation of the employees and the managers |

This Gender Equality Plan has been prepared in accordance with the "Horizon European Gender Equality Plans Guidelines[[1]](#footnote-1)" and with the approval of the Commander General of the Gendarmerie dated 18.09.2024 and numbered E-697792054-746.99-32083276.

For all your questions, you can send an e-mail to **abs@jandarma.gov.tr**

1. European Commission, Directorate-General for Research and Innovation, *Horizon Europe guidance on gender equality plans*, Publications Office of the European Union, 2021, **https://data.europa.eu/doi/10.2777/876509**  [↑](#footnote-ref-1)