

GENDER EQUALITY PLAN (GEP)

Turkish Timber Association

1. Introduction

Turkish Timber Association is committed to promoting gender equality and equal opportunities within its organisational structure and activities. The association recognises that gender diversity contributes to innovation, better decision-making, and a more inclusive professional environment. This Gender Equality Plan (GEP) outlines the principles and actions that guide the organisation in ensuring equal treatment regardless of gender.

2. Equal Opportunities in Governance and Decision-Making

The association encourages balanced gender representation in its governing bodies, committees, and working groups. When appointing members to boards, advisory groups, or project teams, the association promotes diversity and equal participation.

3. Fair Recruitment and Participation

Turkish Timber Association applies transparent and fair procedures when recruiting staff, engaging experts, or selecting participants for projects and activities. All opportunities are open regardless of gender, and selection processes are based on merit and competence.

4. Work Environment and Inclusion

The association promotes a respectful and inclusive working environment free from discrimination, harassment, or unequal treatment. Members, partners, and employees are expected to adhere to principles of equality, mutual respect, and professional integrity.

5. Gender Dimension in Activities and Projects

When relevant, the association encourages the integration of gender perspectives into its projects, research collaborations, and sectoral initiatives. The association promotes inclusive participation in conferences, workshops, and professional activities.

6. Monitoring and Review

The Gender Equality Plan will be periodically reviewed by the association's leadership to ensure its continued relevance and implementation. Feedback from members and partners will be considered in improving gender equality practices.

7. Public Availability

This Gender Equality Plan is publicly available through the association's official communication channels and may be updated as necessary to reflect evolving institutional commitments.

Celalettin Akça

Chairperson of the Board
Turkish Timber Association

