Düzce Municipality

Gender Equality Plan (2023-2028)

**Dedicated Resource**

Düzce Municipality pledged to set up a Gender Equality Commission at the Human Resource Department to keep track of, assess, and benchmark the GEP's goals. The Gender Equality Unit will create tools for departments to utilize in tracking equality status.

The Dedicated Resource section of our gender equality plan for the city municipality outlines the resources that we will allocate to support our efforts to promote gender equality. Our commitment to promoting gender equality requires significant investment and resources to ensure that our efforts are sustained and effective.

To this end, we will allocate dedicated resources to the following areas:

* Human Resources: We will allocate resources to support the recruitment and retention of staff with expertise in gender equality and related areas. This includes providing training and professional development opportunities to build the capacity of our staff to effectively promote gender equality across the municipality.
* Research and Data Collection: We will allocate resources to support the collection and analysis of data on gender equality across the municipality. This includes conducting gender analyses of our policies and programs, as well as monitoring and evaluating our progress towards our gender equality goals.
* Public Education and Awareness: We will allocate resources to support public education and awareness campaigns to promote gender equality across the municipality. This includes developing and disseminating educational materials, organizing public events and forums, and engaging with community groups and organizations.
* Support Services: We will allocate resources to support the provision of services to those affected by gender-based violence, harassment, and discrimination. This includes providing counseling and support services, as well as developing and implementing policies and procedures to address gender-based violence and discrimination.
* Partnerships and Collaboration: We will allocate resources to support partnerships and collaboration with other organizations and stakeholders working towards gender equality. This includes developing partnerships with community groups, NGOs, and other stakeholders to promote gender equality across the municipality.

By allocating dedicated resources to these areas, we aim to ensure that our efforts to promote gender equality are sustained, effective, and impactful. Our commitment to promoting gender equality is unwavering, and we believe that by investing in these resources, we can make significant progress towards our goal of creating a more just and equitable society for all residents of our city.

**Data Collection and Planning**

The Data Collection and Planning of our municipality aims to ensure that we have a comprehensive understanding of the current status of gender equality in our city. To achieve this, we will conduct a thorough analysis of our existing data on the gender balance of our municipal staff, including leadership positions, and the services we provide.

We will also collect new data through surveys, focus groups, and community engagement to identify any gender-specific challenges faced by our residents. This data will be used to inform our planning and decision-making processes, and to develop targeted interventions and support measures that address the specific needs of women and underrepresented genders.

Our ultimate goal is to use this data to create a more inclusive and equitable city for all members of our community. We will regularly review and update our data collection methods and analysis to ensure that we are meeting this goal and that our gender equality plan remains relevant and effective.

In addition, we will strive to collaborate with other organizations and institutions to share data and develop joint initiatives that promote gender equality across the city. By working together, we can create a more just and equitable society for all residents, regardless of their gender.

The Equality Plan will be revised every strategic period; this is usually 3 to 5 years. Gender-based statistics will be examined in the annual reports of the municipality and will be discussed during performance negotiations. In addition to generated annual statistics, following issues will be considered rigorously:

* Qualitative information is generated to monitor the equality situation.
* Workplace wellbeing surveys including questions on the equality situation will be conducted regularly.
* The Equality Committee cooperates with organizations that promote equality.
* Data protection issues will be considered in drawing up statistics and communications.

**Training and Capacity Building**

The Training and Capacity Building section of our gender equality plan for the city municipality aims to provide training and support to our municipal staff to ensure that they have the knowledge and skills needed to promote gender equality in their work.

We will provide mandatory training on gender equality and diversity to all municipal staff, including leadership and management positions. This training will cover topics such as gender stereotypes, unconscious bias, and the importance of inclusive language. We will also provide additional training to staff in areas such as gender-responsive budgeting, gender mainstreaming, and gender-based violence prevention.

To support the implementation of our gender equality plan, we will create a network of gender equality champions within the municipality. These champions will receive specialized training and will be responsible for promoting gender equality within their respective departments and for providing support to their colleagues.

We will also work with external partners and stakeholders to develop training and capacity-building programs that promote gender equality across the city. These programs will be tailored to specific groups, such as community organizations, schools, and businesses, and will focus on areas such as leadership, advocacy, and community engagement.

By investing in training and capacity building, we aim to create a culture of gender equality within the municipality and across the city. Our goal is to ensure that all members of our community have the knowledge and skills needed to promote gender equality and to create a more just and equitable society for all residents.

The municipality will provide a strategy of available training on gender equality in general and specifically the areas of gender-sensitive management, and gender mainstreaming in 2023 to improve the current training opportunities. The following subjects will be covered in training led by the Gender Equality Commission:

• Good Practices in Gender-sensitive Management

• Good Practices in Gender Mainstreaming

• The role of Organizational Culture and How to change it?

• Re-thinking the Forms of Resistances: Explicit Bias & Implicit Bias

**Key Objectives**

The Key Objectives of Düzce’s gender equality plan for the city municipality outlines our specific goals and targets for promoting gender equality across the municipality. Our key objectives are as follows:

* To ensure equal opportunities and access to resources for all residents, regardless of gender. This includes ensuring equal access to education, employment, and social services.
* To eliminate gender-based violence, harassment, and discrimination in all forms. We will work to create a safe and inclusive environment for all residents, and to provide support and resources for those affected by gender-based violence.
* To promote equal representation and participation of women and men in all areas of public life, including leadership and decision-making positions. This includes promoting the participation of women in political and civic life, and increasing the representation of women in senior leadership positions within the municipality.
* To promote gender-sensitive and responsive policies and practices across the municipality. We will ensure that gender is taken into account in all policy-making processes, and that our policies and practices are responsive to the diverse needs of women and men.
* To promote gender mainstreaming and gender-responsive budgeting across the municipality. We will ensure that gender considerations are integrated into all aspects of our work, including budgeting and resource allocation.

By focusing on these key objectives, we aim to create a more just and equitable society for all residents of our city. Our goal is to promote gender equality across the municipality, and to create a community that values and respects the rights and dignity of all its members.