

#EQUAL STEPS

ALL ABOUT EQUAL OPPORTUNITY IN BUSINESS LIFE

Why did we need this platform?

Women and girls in OECD countries have surpassed men in terms of average education level and success. However, the number of women in science, technology, engineering and mathematics (STEM) fields that is highly lucrative and in demand is still low.

In the last three decades, although female participation in workforce came close to that of males, the differences in participation in paid work life still survive.

Income of full-time female employees across OECD is 15% lower than that of males in the same levels. This difference in payment seems to not have been closed in the last decade. The obligation of women to take care of their family and violence against women are the most significant barriers for female participation in social life, decision making mechanisms and workforce.

Esit Adimlar (Equal Steps) is a platform founded so as to encourage companies towards equal employment, constitute a resource as a platform and become a digital application point, as well as to mobilize human resources. The platform includes practices to increase the importance of female employment and currently existing best practices.

Who is supporting the platform?

The platform was established in 2018 with the support of French Development Agency (AFD) and Türkiye Sinai Kalkinma Bankasi (TSKB) under the management of BCSD Turkey, which is the World Business Council for Sustainable Developments (WBCSD) Turkey branch and works with companies from different industries and sectors in order to achieve a transition into a sustainable world.

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What is Esit Adimlar?

It is an equal opportunity platform that emphasizes the importance of equality between women and men in business life, fills the gap created by the female workforce that suspend their work life for various reasons or do not think about going back, is a digital guideline for the subject, supports good practices and underlines the existing good practices via the platform and approaches everyone in corporate life in equal steps.

Who are the target audience?

Directors of human resources in companies, corporate communications departments, corporate social responsibility departments and all corporate companies that wish to conduct good practices in their companies in this sense, do not know how to implement these good practices and cares about equal opportunities.

Who will benefit?

Working females, females who left the workforce for any reason, who were subjected to unfair competition; therefore male employees and institutions.