

BG's Dream Factory - Gender Equality Plan (GEP)

1. Introduction

Organisation Name: BG's Dream Factory

Definition: BG's Dream Factory is a quality community of imagination developers. We define ourselves as the designers and developers of the future, providing innovative and creative solutions through professional website services, social media management, bespoke design services, consultancy services, and project support programmes. Our organisation places significant importance on diversity among its employees and gender equality.

2. Situation Analysis

Gender Distribution: BG's Dream Factory is committed to achieving and maintaining equality between female and male employees. In this context, gender equality is one of our core values. The current gender distribution reflects a structure where both female and male employees are equally represented.

Data Sources: The collection of data related to gender equality is carried out by the Human Resources Department. This data enables us to conduct a comprehensive assessment of our gender equality status.

3. Objectives

Short-Term Objectives: Our organisation aims to increase the representation of women in the workforce and to maintain gender equality. In this regard, we aim to develop strategies that promote job creation and gender equality.

Long-Term Objectives: Over a 3-5 year perspective, we aim to make gender equality sustainable and to enhance sensitivity to gender norms within our organisation. These objectives include increasing diversity in the workforce and establishing gender equality as a permanent aspect of our corporate culture.

4. Action Plan

Actions: BG's Dream Factory conducts various training sessions to enhance the competencies of its employees. These training sessions cover topics such as gender equality, gender norms, and inclusivity. Training materials and outcomes will be regularly shared with our employees.

Responsible Department: The Human Resources Department is responsible for the organisation and implementation of training programmes, as well as for all necessary activities to achieve gender equality objectives.

5. Resources

Finance and Human Resources: There is no specific funding allocated for our GEP objectives. However, our Human Resources Department commits to undertaking the necessary work to achieve our goals.

Expertise: To gain knowledge and expertise in gender equality, our employees participate in various seminars and workshops. These programmes aim to increase awareness and improve knowledge levels on gender equality.

6. Data Collection and Monitoring

Data Collection: Data related to gender equality will be collected and analysed regularly by the Human Resources Department. This data will include information on employee gender distribution, career development, and training participation.

Reporting: Annual reports will be prepared to evaluate the extent to which our gender equality objectives have been achieved. These reports will be used to ensure transparency for both internal and external stakeholders.

7. Communication and Dissemination

Dissemination: The GEP document will be published on our company's website and communicated to all employees through internal communication channels. This process will encourage all employees to be informed about GEP objectives and to contribute towards achieving them.

Feedback Mechanisms: Existing monthly and weekly forms will be used to collect employee feedback. Through these forms, our employees can share their opinions and suggestions regarding gender equality.

8. Conclusion

Commitment: BG's Dream Factory undertakes that the gender distribution will not exceed 60 per cent to 40 per cent and that, even if it does for a short period of time, the necessary steps will be taken to correct this situation as soon as possible. Gender equality is not only a goal but also a core value of our organisation.

9. Signatures

Chairman of the Board of Directors: Berk Behçet Gerek

Date: 30.10.2024

