



TARGET GENDER EQUALITY



Target Gender Equality – Case Study Series – Çalık Denim

“With our well-framed human resources practices, we aim for an open, transparent, inspiring working environment where fresh ideas are encouraged and employee satisfaction is fostered.”

Quick facts: Calik Denim – Turkey – Textile Sector – 2500+ employees



Targets:

- Increase the number of women employees and regulate their working conditions in the production department
- Increase number of women new hires with 2022 new graduate and intern program
- increase number of promoted women employees through a target and competency-based performance system
- Increase number of women on the board of members, senior management, and mid-level management.

Date Set: 01.01.2022 – 31.12.2023

Progress Made:

- Interviewed women employees
- Work areas were prepared for women employees in our factory
- A seminar about equality and inclusivity planned in cooperation with the union after the job starts
- New graduate and intern programs were designed and put into practice
- Target-based competencies have been included in our performance system

What is driving your company's ambition to advance gender equality?

- Our belief in the contributions of female employees to our company
- The determined attitude of the CEO and the human resources unit on this issue.

What is one concrete action your company is taking to reach your target and help move the needle on women's representation and leadership?

- More than 50 women employees started to work in our factory.
- Work areas were rearranged for women employees. (Dressing areas, women's restrooms etc.)
- Within the scope of the new graduate and trainee program, priority was given to women candidates and began implementing project steps. (Foreign language exams, case studies, interviews, etc.)
- In cooperation with a leading organization in the field, our competencies were determined to add value to our performance system.

What is one lesson or pitfall to avoid that other companies could learn from?

- The most critical factors in the change process are determination, discipline, detailed work, respect, and empathy.