

T.C.
BOZCAADA MUNICIPALITY
COUNCIL DECISION

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DECISION NO : 2026/67
DECISION DATE : 06/08/2026
DATE RECEIVED : 31/07/2026
DEPARTMENT : DIRECTORATE OF EDITORIAL AFFAIRS
UNIT : DIRECTORATE OF EDITORIAL AFFAIRS
SUBJECT : GENDER EQUALITY POLICY
TIME : 15:00

COUNCIL MEMBERS

MAYOR : Yahya GÖZTEPE	COUNCIL CLERK : Gülay ELBİR USLU
COUNCIL CLERK : Günay YURDAKUL	COUNCIL MEMBER : Hüseyin DURMUŞ
COUNCIL MEMBER : Bilgütay ERGÜL	COUNCIL MEMBER : F. Hülya KOLOĞLU
COUNCIL MEMBER : Mustafa KIRLI	COUNCIL MEMBER : M. Emrah ATAOL
COUNCIL MEMBER : Kostanti SALTO	COUNCIL MEMBER : Behiç VARLI

DECISION

ARTICLE 67: The letter from the Directorate of Editorial Affairs dated 31.07.2026 and numbered E-48738163-000-8199 was read to the Municipal Council. Ensuring equality between women and men and fairness of opportunity across all public service domains provided by local governments is among the core administrative principles in line with the principles of local governance developed by the Council of Europe and the Council of European Municipalities and Regions (CEMR), as well as the United Nations Sustainable Development Goals. Within this framework, the "Bozcaada Municipality Gender Equality Policy Document" has been prepared in order to adopt and implement an egalitarian, inclusive, and anti-discriminatory approach as an institutional policy in our Municipality's service delivery processes. In order to ensure transparency and accessibility on a national and international scale, it is envisaged that the Turkish and English texts of the document in question be published on our Municipality's official website as an institutional policy document. Accordingly, it is requested that the Municipal Council evaluate and decide upon: the discussion and adoption of the prepared Bozcaada Municipality Gender Equality Policy Document; taking this institutional policy document as a basis in the planning, decision-making, and implementation of municipal services; publishing the Turkish and English versions of the gender equality policy document text on our Municipality's official website; and having the relevant directorates follow up on implementation processes and submit any necessary update proposals to the Municipal Council.

DECISION: Following the discussion held by our Council, it was unanimously decided pursuant to Municipal Law No. 5393 and the relevant legislative provisions: to adopt the prepared "Bozcaada Municipality Gender Equality Policy Document"; to base the planning, decision-making, and implementation of municipal services on this institutional policy document; to publish the Turkish and English versions of the gender equality policy document text on our Municipality's official website; To hold the relevant directorates and units within the Municipality assigned and responsible for monitoring the implementation of the Gender Equality Policy Document within the scope of their respective duties, authorities, and responsibilities, carrying out the necessary works, and evaluating the implementation results.

Yahya GÖZTEPE
Mayor

Günay YURDAKUL
Council Clerk

Gülay ELBİR USLU
Council Clerk

BOZCAADA MUNICIPALITY

GENDER EQUALITY POLICY

Local governments are the public institutions that interact most directly with the daily lives of citizens. Every service provided, decision taken, and policy developed directly impacts the quality of urban life, social welfare, and life satisfaction. Therefore, it is of utmost importance that local governance is conducted through an inclusive, participatory, fair, and human rights-based management approach.

As Bozcaada Municipality, we evaluate gender equality not merely as a social policy domain aimed at a specific group, but as a foundational pillar of good governance, democratic local government, and high-quality public service delivery. We aim to strengthen a municipal approach where women and men benefit equally from municipal services, participation in decision-making processes is actively supported, no form of discrimination is tolerated, and all individuals feel like equal stakeholders in local community life.

Bozcaada's unique natural, cultural, and social structure, its status as an island settlement with finite resources, and our ongoing efforts toward sustainable development goals require us to address gender equality hand-in-hand with environmental sustainability, social inclusion, and local development policies. Prepared in line with this understanding, this Policy Document presents a governance framework aligned with our municipality's other institutional policy and strategy documents.

Through the Gender Equality Action Plan (2027–2030) to be prepared in the upcoming period, the principles and commitments set forth in this document will be translated into concrete implementations; it will be executed in accordance with our municipality's institutional capacity, existing duties and responsibilities, and local community needs.

I would like to express my gratitude to all institutions, organizations, colleagues, and stakeholders who supported this process with their valuable feedback and suggestions; I sincerely hope that this document contributes to strengthening an inclusive, fair, participatory, and sustainable local governance approach in Bozcaada.

Yahya GÖZTEPE
Mayor of Bozcaada

SECTION 1 INTRODUCTION

1.1 Purpose

Bozcaada Municipality Gender Equality Policy is a high-level policy document prepared in line with a human rights-based, participatory, inclusive, transparent, and accountable local governance framework.

The purpose of this Policy Document is to systematically integrate a gender equality perspective into the municipality's corporate governance approach, decision-making processes, strategic planning activities, human resources management, service delivery, and all operations falling within the municipality's remit.

Through this Policy Document, Bozcaada Municipality aims to support equal benefit for women and men from municipal services, opportunities, and decision-making processes; prevent discrimination; strengthen an inclusive service concept; and adopt gender equality as a core element of institutional governance.

This Policy Document provides an institutional governance framework that guides the planning, implementation, monitoring, and continuous improvement of the municipality's existing duties and responsibilities with a gender equality perspective.

1.2 Scope

This Policy Document covers all organs, directorates, personnel, corporate decision-making processes, and all service, activity, and implementation domains within the responsibility of Bozcaada Municipality.

The Policy Document guides the integration of a gender equality perspective into strategic planning, performance programs, budgeting, human resources management, procurement processes, planning and delivery of municipal services, spatial planning, environmental management, climate change adaptation, disaster management, culture, arts, sports, social services, sustainable tourism, national and international project development, and all other policy and implementation fields under the municipality's mandate.

The principles regarding human resources, procurement, and tendering processes set out in this Policy Document shall be implemented in accordance with Civil Servants Law No. 657, Labor Law No. 4857, Public Procurement Law No. 4734, Public Procurement Contracts Law No. 4735, collective bargaining agreements, and other relevant legislation. This Policy Document does not create any recruitment quota, preferential status, tender qualification criterion, ground for disqualification, or contractual sanction not explicitly provided for by legislation.

This Policy Document forms the overarching policy framework for the upcoming Bozcaada Municipality Gender Equality Action Plan (2027–2030) as well as other thematic policy and strategy documents of the municipality.

1.3 Basis

This Policy Document has been prepared on the basis of:

- The Constitution of the Republic of Türkiye,
- Relevant national legislation, primarily Municipal Law No. 5393,
- International human rights treaties to which Türkiye is a party,
- Gender equality policies and standards of the Council of Europe and the European Union,
- European Charter for Equality of Women and Men in Local Life (CEMR Charter),
- United Nations Sustainable Development Goals,
- Bozcaada Municipality's Strategic Plan and relevant institutional policy documents.

The legal, institutional, and international basis of the Policy Document is detailed in Section 2 – Legal, Institutional, and International Policy Framework.

1.4 Core Approach

Bozcaada Municipality evaluates gender equality not merely as a social policy matter concerning a specific service domain, but as a foundational pillar of democratic local government, a human rights-based public service approach, good governance, and sustainable local development.

This Policy Document is grounded in the Gender Mainstreaming approach, which entails the systematic integration of a gender equality perspective into all policy, planning, programming, and service domains of the municipality.

Accordingly, the gender equality perspective is addressed as a cross-cutting governance principle integrated across:

- Corporate governance,
- Decision-making processes,
- Human resources management,
- Planning and delivery of municipal services,
- Spatial planning,
- Environment, climate, and disaster management,
- Participation and governance,
- Institutional capacity building,
- Monitoring and evaluation.

Bozcaada Municipality embraces gender equality as a core institutional value that promotes equal access to rights and opportunities for all individuals, strengthens the inclusiveness of municipal services, and enhances local quality of life.

1.5 Nature of the Policy Document

This Policy Document is a high-level policy document defining Bozcaada Municipality's institutional approach, core principles, and implementation framework regarding gender equality.

The Policy Document does not alter the municipality's existing statutory duties, powers, or responsibilities; nor does it independently entail expenditure, recruitment of personnel, establishment of new administrative units, allocation of funds, or undertaking of any administrative or financial obligation not stemming from current

legislation. Any procedure requiring budget, appropriations, staffing, organizational restructure, real property, procurement, tendering, protocol, or collaboration within the scope of this document may only be executed following the necessary decisions and procedures by authorized organs as prescribed by relevant legislation.

The principles and institutional commitments set forth in this Policy Document will be translated into concrete applications through the Bozcaada Municipality Gender Equality Action Plan (2027–2030); the implementation process will be managed in line with a framework of monitoring, evaluation, and continuous improvement.

SECTION 2

Legal, Institutional and International Policy Framework

2.1 General Framework

Purpose of the Policy

The Gender Equality Policy of Bozcaada Municipality has been prepared in accordance with human rights-based local governance, equality, non-discrimination, participatory democracy, inclusive governance, social justice, and sustainable development principles.

The purpose of this Policy Document is to integrate gender equality into all institutional activities of the municipality through a holistic approach, ensure that women and men benefit equally from municipal services, support inclusive participation in decision-making processes, and strengthen the institutional capacity of the municipality in line with a human rights-based governance approach.

Bozcaada Municipality considers gender equality not merely as a matter related to social policy or human resource management, but as one of the fundamental governance principles shaping the strategic management approach of the municipality, public service planning, resource allocation, investment decisions, and local development policies.

Scope of the Policy

This Policy Document serves as an umbrella policy document encompassing the institutional governance structure of Bozcaada Municipality, Municipal Council decisions, strategic planning processes, performance programs, budgeting efforts, human resource management, service delivery, investment programs, and all administrative units of the municipality.

The policy also establishes the main principle of incorporating a gender equality approach across all service areas, including particularly:

- environmental and climate change initiatives,
- water management,
- waste management,
- disaster risk management,
- sustainable tourism,
- cultural and artistic activities,
- social services,
- local economic development, and

- national and international project development activities.

This Policy Document functions as an overarching policy document for implementation guides, action plans, and other thematic policy documents to be prepared by the municipality.

Core Approach

Bozcaada Municipality believes that gender equality is an indispensable component of democratic, transparent, accountable, and participatory local governance.

Accordingly, the Municipality considers the following as fundamental elements of its institutional governance vision:

- mainstreaming the principle of gender equality across all municipal activities,
- adopting equal opportunity as one of the core principles of institutional governance,
- preventing discrimination in recruitment, compensation, task allocation, career development, representation, and training processes,
- enforcing a zero-tolerance policy against all forms of violence, harassment, discrimination, and mobbing,
- supporting inclusive participation in the planning and evaluation of municipal services,
- reflecting the different needs of women and men in public policies, and
- integrating a gender equality perspective into all municipal operations including strategic planning, budgeting, performance management, human resource management, procurement processes, spatial planning, environmental and climate policies, disaster management, infrastructure investments, culture, arts, sports, and social services.

Reflection on Bozcaada Municipality

Bozcaada Municipality regards gender equality not merely as a principle pertaining to working life, but as an integral part of a holistic local governance approach that respects the natural, cultural, social, and economic structure of the island.

Considering Bozcaada's island character, limited natural resources, seasonal population mobility, and economic structure focused on viticulture, winemaking, fishing, gastronomy, and sustainable tourism; gender equality will be addressed in conjunction with environmental management, climate change adaptation, protection of natural resources, local development, and social solidarity policies.

Bozcaada Municipality recognizes supporting the equal benefit of all individuals from municipal services, equal access to municipal opportunities, and meaningful participation in local decision-making processes as an essential component of its institutional responsibility.

In this context, the Nature-Positive Island Governance Framework, Climate Action and Resilience Plan, Water Management Policy, Sustainable Tourism Policy, and other thematic policy documents to be prepared in the future will be implemented as mutually complementary institutional policy documents adopting the gender equality approach as a cross-cutting governance principle.

This Policy Document is an overarching policy instrument that comes into force upon adoption by the Bozcaada Municipal Council. It envisages translating the principles and commitments established herein into concrete targets, actions, responsible units, performance indicators, and monitoring mechanisms through the upcoming Gender Equality Action Plan (2027–2030).

Bozcaada Municipality adopts gender equality as an indispensable element of good governance, democratic local government, institutional sustainability, and a human rights-based public service delivery framework, committing to the systematic integration of this principle across all municipal activities

2.2 Constitution of the Republic of Turkey

The Constitution of the Republic of Turkey is not merely a fundamental legal text regulating the organization of the state apparatus; it is the supreme norm establishing fundamental rights and freedoms, the principle of equality, and a human-rights-based public administration approach that public authorities must observe in all their actions and practices.

As part of public legal entity, local governments are obliged to act in accordance with the fundamental principles and rules set forth in the Constitution. Therefore, observing constitutional principles in municipalities' personnel policies, service delivery, decision-making processes, and the use of public resources is a legal necessity.

Although gender equality is not regulated under an independent heading in the Constitution, when the provisions regarding equality, human dignity, the right to work, the right to enter public service, the social state principle, and the implementation of international human rights conventions are evaluated together, it ranks among the key constitutional principles guiding the corporate management approach of municipalities.

Within the scope of this Policy Document, Bozcaada Municipality accepts constitutional principles not only as legal obligations, but also as the core foundations of democratic local governance, good governance, and corporate sustainability.

The constitutional provisions included in this section set forth the basic constitutional framework guiding the preparation and implementation of the Bozcaada Municipality Gender Equality Policy.

Importance of the Constitution for Local Governments

Under the Constitution of the Republic of Turkey, municipalities are local government bodies with public legal personality and are obligated to carry out all their activities in accordance with the fundamental principles of the Constitution.

In this context, it is a natural outcome of constitutional governance principles that municipalities adopt a management approach that:

- respects human rights,
- is based on the rule of law,
- observes the principle of equality,
- prevents discrimination,
- is accountable,
- is transparent,
- is participatory, and
- prioritizes the public interest.

Gender equality policies also constitute the corporate reflection of these constitutional principles at the local government level.

Implications for Bozcaada Municipality

Bozcaada Municipality considers observing the fundamental rights and freedoms guaranteed in the Constitution of the Republic of Turkey across all service areas of the municipality as one of its primary corporate responsibilities.

Accordingly, the Municipality considers it a natural consequence of its constitutional responsibilities to:

- ensure equal opportunity between women and men,
- prevent discrimination in access to public services,
- observe the principle of equality in recruitment, assignment, career development, and compensation processes,
- create conditions worthy of human dignity in working life,
- support inclusive participation in decision-making processes,
- make municipal services accessible to all segments of society, and
- reflect national and international human rights standards in municipal practices.

In line with this general constitutional framework, the relevant articles of the Constitution presented below are considered the fundamental constitutional bases guiding the preparation and implementation of the Bozcaada Municipality Gender Equality Policy.

2.2.1 Article 10 of the Constitution – Equality Before the Law

Constitutional Provision

Article 10 of the Constitution of the Republic of Turkey regulates the principle of equality before the law, which is one of the fundamental elements of the rule of law.

Pursuant to the Article:

“Everyone is equal before the law without distinction as to language, race, color, sex, political opinion, philosophical belief, religion, sect, or any such grounds.”

The same article includes the provision:

“Men and women have equal rights. The State has the obligation to ensure that this equality exists in practice.”

This explicitly expresses that public authorities must not merely refrain from discrimination, but also bear the responsibility to take necessary measures to ensure actual equality between women and men.

Furthermore, the Constitution establishes a constitutional basis for public institutions to develop policies aimed at strengthening equality by stipulating that measures taken for this purpose shall not be interpreted as contrary to the principle of equality.

Legal Evaluation

The principle of equality before the law is one of the fundamental constitutional principles to be observed in all activities of public administration. This principle requires treating individuals equally in the provision of public services, determining rights and obligations based on objective criteria, and ensuring that no individual is subjected to discrimination based on gender or other personal characteristics.

As part of public legal entity, local governments are obliged to act within the scope of Article 10 of the Constitution. This obligation covers not only practices regarding municipal personnel, but also all services provided by the municipality, decision-making processes, resource allocation, investment priorities, and relationships established with citizens.

In terms of gender equality, Article 10 of the Constitution forms the constitutional basis for municipalities to develop policies aimed at ensuring equal opportunity between women and men, to take supportive measures in areas deemed necessary, and to carry out public services with an inclusive approach.

In this context, the principle of equality encompasses not only formal equality, but also a substantive (actual) equality approach that takes into account the needs of different social groups and aims for actual equal benefit from services. Therefore, municipalities' consideration of the needs of women, men, and different social groups in service planning and implementation processes is the natural reflection of the principle of equality provided for in the Constitution at the local government level.

Implications for Bozcaada Municipality

Bozcaada Municipality accepts the principle of equality guaranteed in Article 10 of the Constitution as one of the key governance principles to be observed in all corporate activities of the municipality.

Accordingly, the Municipality accepts it as an integral part of its corporate responsibility to:

- base recruitment, assignment, promotion, career planning, and compensation processes on the principles of merit and equal opportunity,
- develop corporate practices supporting the principle of equal pay for work of equal value,
- encourage women's participation in decision-making mechanisms and management levels,
- ensure that no individual is discriminated against on grounds of gender, age, disability, ethnicity, belief, marital status, or similar reasons in benefiting from municipal services and accessing opportunities provided by the municipality,
- adopt a zero-tolerance approach against discrimination, violence, sexual harassment, psychological harassment (mobbing), and all types of exclusionary practices for municipal personnel and all individuals served,
- integrate a gender equality perspective into the work of all directorates when planning and implementing municipal services, and
- regularly monitor and improve the implementation of the equality principle.

Reflections on the Policy Document

Bozcaada Municipality accepts the principle of equality guaranteed in Article 10 of the Constitution of the Republic of Turkey as the main constitutional principle guiding the preparation, implementation, monitoring, evaluation, and updating of this Policy Document. The Municipality considers the systematic integration of the principle of equality into all corporate processes as a natural requirement of a human-rights-based local government approach and good governance principles.

2.2.2 Article 49 of the Constitution – Right and Duty to Work

Constitutional Provision

Article 49 of the Constitution of the Republic of Turkey regulates the right and duty to work.

Pursuant to the Article:

“Everyone has the right and duty to work.”

The Constitution also imposes duties and responsibilities on the State to:

- raise the standard of living of workers,
- improve working life,
- ensure labor peace,
- create a suitable economic environment to prevent unemployment, and
- protect workers.

This regulation reveals that working life is not merely an economic activity, but a fundamental constitutional right that serves individuals in developing their personality, participating in social life, and achieving living conditions worthy of human dignity.

Local governments, in their capacity as public employers, are also responsible for reflecting these constitutional principles into working life.

Legal Evaluation

The right to work is one of the core elements of the social rule of law principle. Public institutions are not only employers providing employment; they are also public employers obligated to establish safe, fair, inclusive, and decent working conditions worthy of human dignity.

For municipalities, this obligation covers managing human resources based on merit, supporting employees' professional development, providing safe working environments, and preventing discrimination in working life.

In terms of gender equality, Article 49 of the Constitution creates the constitutional framework that supports equal participation of women and men in working life, promotes fair access to professional development opportunities, and provides for the creation of working conditions worthy of human dignity.

In this context, the right to work should be evaluated as a holistic right that includes not only the right to be employed, but also a safe working environment, professional development opportunities, fair working conditions, career opportunities, and the protection of employees' physical and psychological well-being.

Implications for Bozcaada Municipality

Bozcaada Municipality accepts the right to work regulated in Article 49 of the Constitution as one of the key constitutional principles guiding the municipality's human resources management.

Accordingly, the Municipality accepts it as an integral part of its corporate responsibility to:

- ensure that employees have working conditions that are decent, safe, healthy, and worthy of human dignity,

- support equal opportunity for women and men in access to working life,
- conduct recruitment, job assignment, training, career development, and promotion processes in line with merit and objective criteria,
- support continuous training and capacity-building activities aimed at developing employees' professional knowledge and skills,
- apply a zero-tolerance principle against discrimination, psychological harassment (mobbing), sexual harassment, violence, and exclusionary practices in working life,
- develop corporate practices supporting work-life balance for employees, and
- create a participatory work culture that reflects employees' views and suggestions in decision-making processes.

Bozcaada Municipality evaluates the right to work not only within the scope of an employment relationship, but as one of the fundamental constitutional principles supporting corporate development, employee satisfaction, service quality, and sustainable public administration.

Reflections on the Policy Document

Bozcaada Municipality accepts the right and duty to work regulated in Article 49 of the Constitution of the Republic of Turkey as one of the fundamental constitutional principles guiding the preparation, implementation, monitoring, evaluation, and updating of this Policy Document.

In this context, the municipality adopts decent working conditions, equal opportunity, employees' professional development, and an inclusive working life as an integral element of its corporate governance approach; and commits to systematically integrating gender equality into all stages of working life.

2.2.3 Article 50 of the Constitution – Working Conditions and Right to Rest

Constitutional Provision

Article 50 of the Constitution of the Republic of Turkey guarantees that working conditions shall be arranged in accordance with human dignity and safeguards the right to rest.

Pursuant to the Article:

“No one shall be required to perform work unsuited to their age, sex, and capacity.”

It is also stipulated that children, youth, women, and persons with physical and mental disabilities shall enjoy special protection with regard to working conditions.

In the same article, the Constitution regulates that rest is a fundamental right of workers; and provides that paid weekend and holiday rest as well as annual paid leave rights shall be regulated by law.

This provision aims to protect human dignity in working life, observe worker health, and establish working conditions that support individuals' physical, mental, and social well-being.

Legal Evaluation

Article 50 of the Constitution demonstrates that the right to work is not limited solely to the right to be employed, but also encompasses safe, healthy, accessible, and decent working conditions.

Local governments, in their capacity as public employers, are responsible not only for ensuring occupational health and safety, but also for making working environments physically and psychologically safe.

In terms of gender equality, this article forms the constitutional framework supporting the consideration of different needs of women and men in working life, observing the impact of parenting and caregiving responsibilities on work life, and establishing accessible and inclusive working environments for persons with disabilities and employees requiring special protection.

In this context, it is a natural requirement of good governance for municipalities not only to fulfill legal obligations in their employment practices, but also to develop practices that strengthen employees' physical safety, mental well-being, work-life balance, and corporate belonging.

Implications for Bozcaada Municipality

Bozcaada Municipality accepts working conditions and the right to rest guaranteed in Article 50 of the Constitution as one of the core constitutional bases of corporate human resources management.

Accordingly, the Municipality accepts it as an integral part of its corporate responsibility to:

- create safe, healthy, accessible, and decent working environments for all employees,
- continuously develop occupational health and safety practices,
- create inclusive working conditions taking into account the different needs of women and men,
- support practices that account for the impact of pregnancy, childbirth, parenting, and caretaking responsibilities on working life,
- provide accessible working environments for employees with disabilities and personnel needing special protection,
- respect employees' right to rest, leave rights, and work-life balance,
- apply a zero-tolerance principle against psychological harassment (mobbing), sexual harassment, violence, and all discriminatory practices, and
- develop corporate practices supporting the physical, mental, and social well-being of employees.

Bozcaada Municipality considers that healthy and safe working conditions are a fundamental element that directly impacts not only employee welfare, but also the quality of public services provided, corporate efficiency, and sustainable municipal administration.

Reflections on the Policy Document

Bozcaada Municipality accepts working conditions and the right to rest guaranteed in Article 50 of the Constitution of the Republic of Turkey as one of the main constitutional principles guiding the preparation, implementation, monitoring, evaluation, and updating of this Policy Document.

In this context, the Municipality adopts creating safe, healthy, and inclusive working environments, protecting employees' physical and mental well-being, supporting work-life balance, and systematically integrating a gender equality approach into all human resources management processes as an integral part of its corporate governance understanding.

2.2.4 Article 70 of the Constitution – Right to Enter Public Service

Constitutional Provision

Article 70 of the Constitution of the Republic of Turkey regulates the right to enter public service.

Pursuant to the Article:

“Every Turk has the right to enter public service.”

The Constitution further includes the provision:

“No distinction shall be made for recruitment other than the qualifications required by the position.”

This constitutionally safeguards the principles of merit, equality, and objectivity in accessing public office.

This regulation stipulates that employment processes in public institutions must be conducted based solely on the knowledge, skills, experience, and qualifications required for the job, without considering individuals' gender, age, political opinion, belief, marital status, or similar personal characteristics.

Local governments, in their capacity as public employers, are also obliged to provide equal opportunity in accessing public service and to base recruitment and career processes on objective criteria.

Legal Evaluation

Article 70 of the Constitution constitutes the main constitutional basis of the merit principle in public administration.

Conducting public services effectively, impartially, and reliably depends on personnel selection, job assignments, promotions, and executive appointments being based on objective criteria.

In terms of gender equality, this article safeguards equal access rights for women and men to public duties, requiring public institutions to avoid gender-based discrimination in recruitment and career processes.

In addition, ensuring equal opportunity in public services covers not only the recruitment phase, but also promotion, professional development, access to training opportunities, appointment to executive positions, and participation in decision-making mechanisms.

In this framework, the merit principle and gender equality should be evaluated as two key constitutional principles that complement each other. Providing equal opportunities in access to public duties enhances the quality of public services while strengthening institutional trust and accountability.

Implications for Bozcaada Municipality

Bozcaada Municipality accepts the right to enter public service and the merit principle regulated in Article 70 of the Constitution as one of the fundamental constitutional bases of corporate human resources management.

Accordingly, the Municipality accepts it as an integral part of its corporate responsibility to:

- base recruitment processes solely on criteria of knowledge, skill, experience, and professional qualification required by the position,
- ensure that no discrimination is made on grounds of gender, age, disability, marital status, ethnicity, belief, or similar reasons,
- conduct transparent, objective, and merit-based evaluation processes in promotions and managerial appointments,
- develop corporate practices supporting a more balanced representation of women in managerial levels and decision-making mechanisms,
- observe equal opportunity in accessing training, professional development, and career planning opportunities, and
- create an inclusive working environment where all employees can develop their knowledge, experience, and competencies.

Bozcaada Municipality evaluates the principle of merit not merely as a personnel management practice, but as one of the core elements of public service impartiality, corporate reliability, service quality, and democratic local administration.

Reflections on the Policy Document

Bozcaada Municipality accepts the right to enter public service and the merit principle guaranteed in Article 70 of the Constitution of the Republic of Turkey as one of the key constitutional principles guiding the preparation, implementation, monitoring, evaluation, and updating of this Policy Document.

In this context, the Municipality commits to jointly observing equal opportunity and merit principles in recruitment, promotion, career planning, executive assignments, and training processes; supporting equal participation of women and men in public services and decision-making mechanisms; and systematically applying a gender equality approach across all human resources management processes.

2.2.5 Article 90 of the Constitution – Status of International Agreements in Domestic Law

Constitutional Provision

Article 90 of the Constitution of the Republic of Turkey regulates the principles regarding the ratification and domestic implementation of international agreements concluded on behalf of the Republic of Turkey.

Pursuant to the Article, international agreements duly put into effect have the force of law. The last paragraph of the same article explicitly provides that in case of a conflict between international agreements concerning fundamental rights and freedoms duly put into effect and domestic laws on the same subject, the provisions of international agreements shall prevail.

This regulation constitutes one of the fundamental constitutional grounds binding not only the central administration, but all public institutions and organizations with public legal personality, and therefore municipalities as well, regarding international human rights obligations.

In this context, it is a constitutional requirement for municipalities to take into account international human rights conventions to which Turkey is a party and the obligations arising from them while carrying out their activities.

Legal Evaluation

Article 90 of the Constitution is the main constitutional provision determining the status of international human rights conventions in the domestic legal system.

In terms of gender equality, this provision creates a constitutional ground for considering the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the European Convention on Human Rights, the United Nations Universal Declaration of Human Rights, the Beijing Declaration and Platform for Action, and other international human rights documents to which Turkey is a party in municipal practices.

Although local governments are not direct parties to international conventions, as part of public administration, they play an important role in implementing obligations arising from these conventions at the local level.

Therefore, municipalities observing international human rights standards in policy development, service delivery, human resources management, and decision-making processes is a natural result of the rule of law, respect for human rights, and good governance principles.

United Nations documents, Council of Europe conventions, European Union policy documents, and the European Charter for Equality of Women and Men in Local Life (CEMR Charter), which will be discussed in detail within the scope of this Policy Document, are evaluated in line with the constitutional framework established by Article 90 of the Constitution.

Implications for Bozcaada Municipality

In line with Article 90 of the Constitution, Bozcaada Municipality accepts core human rights conventions to which Turkey is a party and international equality standards as important reference documents in corporate policy development processes.

Accordingly, the Municipality accepts it as part of its corporate responsibility to:

- strengthen a human-rights-based local government approach,
- follow international good practices regarding gender equality,
- develop corporate policies and practices in line with international conventions to which Turkey is a party,
- observe principles of human rights, equality, and inclusiveness in international fund programs and collaborations,
- carry out training and capacity-building activities aimed at raising municipal staff awareness on international standards, and
- take international human rights principles into account in the planning and implementation of municipal services.

Bozcaada Municipality evaluates international human rights standards not merely as a requirement of external funding programs, but as an integral element of democratic local administration, corporate sustainability, and human-rights-based public service approach.

Reflections on the Policy Document

Bozcaada Municipality accepts the constitutional provisions regarding the status of international agreements in domestic law regulated in Article 90 of the Constitution of the Republic of Turkey as one of the key constitutional grounds guiding the preparation, implementation, monitoring, evaluation, and updating of this Policy Document.

In this context, the Municipality commits to systematically reflecting international human rights conventions to which Turkey is a party and European local government principles into corporate policy development processes; and adopting gender equality as an integral element of a human-rights-based local government approach and good governance principles.

2.2.6 General Evaluation and Corporate Commitment

General Evaluation

The Constitution of the Republic of Turkey is the supreme legal norm determining the core principles of a human-rights-based democratic state under the rule of law and guiding all activities of public administrations. Local governments, possessing public legal personality, are also obliged as an integral part of the constitutional order to conduct their activities in line with the principles and rules set forth in the Constitution.

In this context, the following constitutional provisions:

- the principle of equality before the law regulated in Article 10,
- the right and duty to work regulated in Article 49,
- working conditions and the right to rest regulated in Article 50,
- the right to enter public service and the merit principle regulated in Article 70, and
- the status of international agreements in domestic law regulated in Article 90

form the key constitutional grounds of the Bozcaada Municipality Gender Equality Policy.

When evaluated together, principles of equality, respect for human dignity, prohibition of discrimination, right to work, merit, equal opportunity, and compliance with international human rights standards emerge as primary constitutional principles guiding municipalities' corporate governance approach.

Bozcaada Municipality evaluates gender equality not merely as a topic related to human resources management, but as a horizontal governance principle encompassing the municipality's strategic planning, corporate governance, planning and delivery of public services, and all decision-making processes.

Implications for Bozcaada Municipality

Bozcaada Municipality accepts fundamental rights and freedoms guaranteed in the Constitution of the Republic of Turkey as an integral part of its corporate governance understanding.

Accordingly, the Municipality accepts it as an integral part of its corporate responsibility to:

- strengthen a human-rights-based local government approach,
- support equal opportunity between women and men,
- ensure equality in access to public services,
- base recruitment, career planning, and promotion processes on the merit principle,

- create safe, healthy, and inclusive working conditions for employees,
- apply a zero-tolerance principle against discrimination, violence, psychological harassment (mobbing), and sexual harassment,
- reflect international human rights standards into municipal policies, and
- mainstream the gender equality approach across all directorates and service areas of the municipality (gender mainstreaming).

Reflections on the Policy Document

Bozcaada Municipality accepts the constitutional principles set forth in this section as the main legal framework guiding the preparation, implementation, monitoring, evaluation, and updating of the Gender Equality Policy.

Accordingly, gender equality is adopted as a primary constitutional principle guiding the municipality's strategic plan, performance program, human resources management, budgeting processes, environmental and climate policies, disaster management, investment programs, social services, culture and tourism efforts, and all other corporate policies and practices.

Bozcaada Municipality believes that constitutional principles are not merely legal obligations, but fundamental elements of democratic local governance, good governance, corporate sustainability, and a human-rights-based public service approach; and through this Policy Document, commits to systematically integrating these principles into all activities of the municipality.

2.3 National Legislation

Gender equality in the legal system of the Republic of Turkey is not a topic regulated by a single law alone; rather, it constitutes a common field of application across numerous laws relating to public administration, working life, human rights, local governments, the public personnel regime, occupational health and safety, financial management, and the prevention of discrimination.

For this reason, in preparing the Bozcaada Municipality Gender Equality Policy, core national legislation regulating the duties and responsibilities of municipalities, public personnel management, working life, human rights, institutional planning processes, and equality principles was evaluated comprehensively.

The statutory provisions included in this section have been examined in order to demonstrate the legal grounds for the municipality's institutional policies and practices in the field of gender equality.

Importance of National Legislation for Municipalities

Local governments, as a part of public legal personality, are responsible for acting in accordance not only with constitutional provisions but also with the obligations regulated in specific laws pertaining to their fields of duty.

In this context, it is necessary for municipalities to develop their work in line with relevant national statutory provisions in areas such as:

- institutional governance structure,
- human resources practices,

- planning and delivery of public services,
- strategic planning,
- budgeting,
- performance management,
- working life,
- occupational health and safety,
- prevention of discrimination,
- accountability,
- institutional ethics.

The sustainable implementation of gender equality policies also depends on the holistic integration of these statutory provisions into the institutional governance approach.

Core Laws Evaluated in This Section

In preparing the Bozcaada Municipality Gender Equality Policy, the following core legislation in particular served as a basis:

Municipality Law No. 5393

Regulates the establishment, duties and responsibilities, powers, decision-making bodies, strategic planning processes, and institutional governance structure of municipalities.

Civil Servants Law No. 657

Regulates the public personnel regime, merit, career, impartiality, rights and obligations of public officials, and the fundamental principles of public personnel management.

Labor Law No. 4857

Contains fundamental provisions regarding employment relationships, working conditions, the principle of equal treatment, working hours, wages, leave rights, and the prevention of discrimination in working life.

Law No. 6701 on the Human Rights and Equality Institution of Turkey

Establishes the fundamental institutional framework regarding the prevention of discrimination, the principle of equal treatment, and the protection of human rights.

Occupational Health and Safety Law No. 6331

Regulates employer obligations and institutional responsibilities aimed at protecting the health and safety of employees.

Public Financial Management and Control Law No. 5018

Determines the fundamental principles regarding strategic planning, performance-based budgeting, accountability, financial transparency, and the effective use of public resources.

Law No. 6698 on the Protection of Personal Data

Regulates the principles regarding the lawful processing of personal data in data collection, monitoring, reporting, and evaluation activities to be carried out during the implementation of the policy.

Reflection on the Policy Document

Bozcaada Municipality considers the national legislation included in this section as an integral part of the fundamental legal framework guiding the preparation, implementation, monitoring, evaluation, and updating of the Gender Equality Policy.

Accordingly, it will be essential for all institutional regulations, implementation guides, action plans, and administrative processes to be developed within the scope of the policy to align with the relevant provisions of national legislation.

In the sub-sections below, each law of importance to the gender equality policy is evaluated under a separate heading, and the reflection of relevant statutory provisions on municipal practices is discussed in detail.

2.3.1 Municipality Law No. 5393

General Evaluation

Municipality Law No. 5393 is the primary law regulating the establishment, organs, duties and responsibilities, powers, financial structure, strategic planning processes, and institutional governance principles of municipalities. The Municipality Law aims to ensure that local governments operate with a democratic, participatory, transparent, accountable, and sustainable governance approach, and provides for municipalities to function under the umbrella of public legal personality to meet local common needs.

Although gender equality is not regulated under a separate heading in Municipality Law No. 5393, when the core principles of the law, the duties and responsibilities of municipalities, strategic planning obligations, delivery of public services, participation, local citizenship rights, governance, and provisions regarding local democracy are evaluated together, it offers a strong legal framework supporting the integration of the principle of equality across the entirety of municipal administration.

In this context, the Municipality Law reveals that municipalities are not merely administrations delivering infrastructure and technical services, but are also public institutions obligated to provide equal, accessible, and high-quality public service to all segments of society while improving quality of life, supporting social development, protecting the environment, and encouraging local development.

For Bozcaada Municipality, Municipality Law No. 5393 serves as core national legislation enabling the gender equality approach to be holistically integrated into the municipality's institutional governance, decision-making processes, human resources policies, service delivery, and strategic planning efforts.

Accordingly, the Gender Equality Policy prepared herein is based on the principles of participation, transparency, accountability, sustainability, public interest, and good governance stipulated by the Municipality Law, accepting the observance of equal opportunity in all directorates and service areas of the municipality as an indispensable element of institutional governance.

Importance of Municipality Law No. 5393 in Terms of Gender Equality

Municipality Law No. 5393 goes beyond being legislation that merely defines the duties and powers of local governments; it also establishes the fundamental principles guiding the institutional governance approach of municipalities.

When provisions in the Law such as:

- local citizenship rights,
- duties and responsibilities of the municipality,
- powers of the municipality,
- decision-making powers of the Municipal Council,
- duties and responsibilities of the Mayor,
- strategic planning and performance management,
- activity reports and accountability

are evaluated together, it is evident that they create a comprehensive governance framework enabling the gender equality approach to be holistically integrated into all institutional processes of the municipality.

Therefore, the Gender Equality Policy is not a new regulation independent of the Municipality Law, but an overarching policy document aimed at transforming the fundamental principles contained in the Law into institutional practices in line with a contemporary local governance approach.

Reflection on Bozcaada Municipality

Bozcaada Municipality accepts Municipality Law No. 5393 not merely as core legislation determining the duties and powers of the municipality, but as one of the main legal pillars shaping a rights-based local governance approach, democratic participation, good governance, accountability, and institutional sustainability.

Accordingly, the Municipality adopts the following as fundamental elements of its institutional governance approach:

- Observing equal opportunity in the planning and delivery of municipal services,
- Gender mainstreaming across all directorates,
- Strengthening inclusivity and participation in decision-making processes,
- Taking the equality perspective into account in strategic planning, performance programs, budgeting, and activity reports,
- Basing human resources management on the principles of merit, transparency, and equal opportunity,
- Evaluating gender equality as a horizontal policy area in environment, climate change, disaster management, water management, sustainable tourism, and local development policies,
- Ensuring that municipal services are carried out for all individuals in an accessible, inclusive, and non-discriminatory manner.

Reflection on the Policy Document

Bozcaada Municipality accepts Municipality Law No. 5393 as the primary national legal basis guiding the preparation, implementation, monitoring, evaluation, and updating of this Gender Equality Policy.

In this context, the sub-sections below evaluate in detail the provisions of the Municipality Law that are important for gender equality policy, explaining the reflections of relevant articles on the municipality's institutional governance structure and policy implementation.

Articles analyzed:

- 2.3.1.1 Article 13 – Local Citizenship Rights
- 2.3.1.2 Article 14 – Duties and Responsibilities of the Municipality
- 2.3.1.3 Article 15 – Powers and Privileges of the Municipality
- 2.3.1.4 Article 18 – Duties and Powers of the Municipal Council
- 2.3.1.5 Article 38 – Duties and Powers of the Mayor
- 2.3.1.6 Article 41 – Strategic Plan and Performance Program
- 2.3.1.7 Article 56 – Activity Report

2.3.1.1 Article 13 – Local Citizenship Rights

Statutory Provision

Article 13 of Municipality Law No. 5393 stipulates that everyone living within the municipal boundaries is a local resident (fellow citizen) and regulates the basic principles of local citizenship rights.

Under this article, everyone is a fellow citizen of the town in which they reside and has the right to participate in municipal decisions and services, to be informed about municipal activities, and to benefit from the assistance provided by the municipal administration under conditions worthy of human dignity.

The same article enacts that the municipality shall carry out necessary work to develop social and cultural relations among fellow citizens, protect cultural values, and strengthen the sense of solidarity.

Local citizenship rights express a democratic local governance approach based on mutual rights, responsibility, and participation, rather than an administrative relationship solely between a service provider and service recipient.

Legal Evaluation

Local citizenship rights are among the core principles of local democracy and participatory municipalism.

This principle requires municipalities to treat all individuals equally when delivering public services, to avoid practices that could lead to discrimination in service access, and to support the participation of all segments of society in local decision-making processes.

Evaluated in terms of gender equality, local citizenship rights constitute one of the fundamental legal grounds supporting equal benefit from municipal services and active participation in local government for women, men, children, the elderly, individuals with disabilities, and other vulnerable groups.

In this context, it is not enough for municipalities merely to offer equal services; developing inclusive service models that consider the needs of different social groups, strengthening participation mechanisms, and implementing practices that ensure de facto equality in service access are natural consequences of local citizenship rights.

Local citizenship rights are also an important governance principle that strengthens local belonging, solidarity, and shared responsibility. Encouraging the participation of diverse segments of society in decision-making processes contributes to realizing transparency, accountability, and good governance principles.

Reflection on Bozcaada Municipality

Bozcaada Municipality accepts local citizenship rights not merely as a provision regulating the right to benefit from municipal services, but as a foundational pillar of democratic local government, participatory governance, and social inclusion.

Accordingly, the Municipality recognizes as an integral part of its institutional responsibility:

- Ensuring all fellow citizens benefit from municipal services in an equal, fair, and non-discriminatory manner,
- Supporting the active participation of women, youth, the elderly, children, individuals with disabilities, and other vulnerable groups in local decision-making processes,
- Taking into account the needs of different social groups in planning and implementing municipal services,
- Conducting public information, participation, and consultation processes in an accessible, transparent, and inclusive manner,
- Strengthening social solidarity, social cohesion, and a sense of common belonging in municipal activities,
- Supporting the protection of cultural diversity, local values, and Bozcaada's multi-layered social structure,
- Adopting a rights-based, participatory, and inclusive service approach across all municipal services.

Considering Bozcaada's small island population, seasonal population movements, and strong social ties, local citizenship rights are evaluated not just as a legal concept, but as a fundamental governance principle that strengthens social solidarity and improves local quality of life.

Reflection on the Policy Document

Bozcaada Municipality accepts the principle of local citizenship rights regulated in Article 13 of Municipality Law No. 5393 as one of the core local governance principles guiding the preparation, implementation, monitoring, evaluation, and updating of this Gender Equality Policy.

In this context, the Municipality commits to adopting the gender equality approach as a horizontal governance principle both in internal practices concerning municipal personnel and across all services provided by the municipality; supporting the equal participation of women and men, different age groups, individuals with disabilities, and all fellow citizens in local governance; and ensuring municipal services are delivered in an inclusive, accessible, and non-discriminatory manner.

2.3.1.2 Article 14 – Duties and Responsibilities of the Municipality

Statutory Provision

Article 14 of Municipality Law No. 5393 regulates the duties and responsibilities that municipalities are obligated to fulfill, provided they are of a local and common nature.

Pursuant to the article, municipalities are tasked with providing public services in a wide range of fields including urban planning, water and sewerage, transportation, environment and environmental health, cleaning and solid waste management, municipal police, fire services, emergency relief, rescue, ambulance services, urban traffic, burial and cemetery services, afforestation, parks and green spaces, housing, culture and arts, tourism and promotion, youth and sports, social services and assistance, marriage ceremonies, vocational and skills training, and supporting economic and commercial development.

The article further enacts that municipalities, while delivering services, may develop services and projects specifically targeting children, youth, women, the elderly, individuals with disabilities, and groups in need of social support. In this respect, Article 14 forms one of the main legal foundations of the social municipalism approach.

Municipalities are required to observe public interest when fulfilling their duties and responsibilities, providing services in an effective, continuous, accessible, and sustainable manner. In prioritizing services, local needs, financial resources, and public interest are evaluated together.

Legal Evaluation

Article 14 of Municipality Law No. 5393 demonstrates that municipalities are not merely administrations delivering technical and infrastructure services, but are local government institutions that support social development, protect the environment, strengthen cultural life, contribute to economic development, and enhance quality of life.

Evaluated in terms of gender equality, virtually every service within the scope of a municipality's duties can produce different impacts on women and men. Services such as public space design, transit systems, parks and green areas, social assistance programs, cultural and sports activities, disaster management, water, and waste management yield more inclusive and effective results when planned taking into account the needs of different segments of society.

Therefore, observing a gender equality approach in the planning, implementation, and evaluation processes of municipal services is not merely a social policy preference, but a natural requirement of effective public administration, good governance, and high-quality public service delivery.

Article 14 also grants municipalities a broad mandate regarding environmental protection, sustainable management of natural resources, and support for local development. In this context, addressing policies developed in climate change, disaster resilience, water management, waste management, and sustainable tourism alongside a gender perspective strengthens the sustainable local governance model.

Reflection on Bozcaada Municipality

Bozcaada Municipality accepts Article 14 of Municipality Law No. 5393 as one of the primary legal foundations for a rights-based, inclusive, accessible, and sustainable public service approach.

Accordingly, the Municipality accepts as an integral part of its institutional responsibility:

- Observing equal opportunity in service planning and delivery,
- Reflecting the differing needs of women, men, children, the elderly, individuals with disabilities, and other vulnerable groups in service planning,
- Supporting the design of public spaces so they are safe, accessible, and inclusive for all individuals,
- Taking into account the gender perspective in environmental management, climate change adaptation, disaster management, water management, and waste management policies,
- Supporting equal participation in culture, art, sports, and social service activities,
- Observing equal opportunity in local economic development and vocational training initiatives,
- Strengthening a participatory governance approach in planning and evaluating municipal services,
- Continuously enhancing the accessibility, inclusivity, and quality of services.

Given Bozcaada's island ecosystem, limited natural resources, seasonal population mobility, and tourism pressure, evaluating the environmental, social, and economic dimensions of municipal services together is of vital importance. Therefore, the municipality adopts an approach that addresses gender equality alongside environmental sustainability, climate resilience, and quality of life enhancement when planning public services.

Reflection on the Policy Document

Bozcaada Municipality accepts its duties and responsibilities regulated under Article 14 of Municipality Law No. 5393 as a core local governance principle guiding the preparation, implementation, monitoring, evaluation, and updating of this Gender Equality Policy.

In this framework, the Municipality commits to systematically integrating the gender equality approach across all service areas; taking equality, inclusivity, and accessibility as core principles in planning and service delivery; and putting these principles into practice within a holistic governance model when implementing corporate policy documents such as the Nature-Positive Island Governance Framework, Climate Action and Resilience Plan, Water Management Policy, and Sustainable Tourism Policy.

2.3.1.3 Article 15 – Powers and Privileges of the Municipality

Statutory Provision

Article 15 of Municipality Law No. 5393 regulates the powers and privileges that municipalities possess in order to fulfill their duties and responsibilities.

Under this article, municipalities are authorized to issue regulations, establish and enforce municipal prohibitions, grant permits and licenses, perform inspections, acquire, lease, or allocate movable and immovable property, enter into contracts, execute joint service projects, and exercise other administrative and financial powers granted by relevant legislation in order to carry out their statutory duties.

The Municipality Law also enables municipalities to collaborate with public institutions, universities, professional organizations, civil society organizations, and other local governments, execute joint projects, and participate in national or international programs.

These statutory provisions create a legal foundation for municipalities to act not merely as service-delivering entities, but as local government bodies that develop solutions suited to local needs, strengthen inter-institutional cooperation, and safeguard the public interest.

Legal Evaluation

Article 15 of Municipality Law No. 5393 grants municipalities the administrative, financial, and institutional powers required to perform their duties. These powers constitute the legal basis for municipalities to develop policies and practices capable of responding to evolving social needs.

From the standpoint of gender equality, municipal authority to draft regulations, develop institutional policies, conduct training, cooperate with public agencies and CSOs, formulate projects, and utilize national and international funds supports the sustainable implementation of equality policies.

In this framework, municipalities can prepare policy documents, develop implementation manuals, organize training programs, establish monitoring and evaluation mechanisms, and carry out joint work with various stakeholders to integrate gender equality into institutional governance.

Article 15 is also a key legal basis enabling municipalities to establish project partnerships with the European Union, United Nations, development agencies, and other national or international entities. In this respect, it serves to strengthen institutional capacity and support the dissemination of best practices locally.

Reflection on Bozcaada Municipality

Bozcaada Municipality evaluates Article 15 of Municipality Law No. 5393 as a key provision supporting institutional development, enabling innovative practices, and providing a legal basis for national and international partnerships.

Accordingly, the Municipality accepts as an integral part of its institutional responsibility:

- Developing institutional policies and practices that support gender equality,
- Creating secondary regulations and implementation tools for executing policy documents adopted by the Municipal Council,
- Fostering cooperation with public institutions, universities, professional bodies, CSOs, private sector representatives, and other local authorities,
- Strengthening institutional capacity by tapping into national and international funding sources, including the European Union, United Nations, and development agencies,
- Conducting training and capacity-building programs to raise awareness and knowledge among municipal staff regarding gender equality, human rights, and inclusive governance,
- Developing innovative practices tailored to local needs and adapting national/international best practices to the Bozcaada scale,
- Establishing institutional mechanisms to support the achievement of targets set under the upcoming Gender Equality Action Plan (2027–2030).

Bozcaada Municipality commits to exercising its administrative and institutional powers not solely to execute statutory duties, but to foster a rights-based, participatory, transparent, accountable, and sustainable local governance model.

Reflection on the Policy Document

Bozcaada Municipality accepts the powers and privileges regulated under Article 15 of Municipality Law No. 5393 as a key legal basis guiding the preparation, implementation, monitoring, evaluation, and updating of this Gender Equality Policy.

In this scope, the Municipality commits to systematically integrating gender equality into institutional policy development, strategic planning, human resources, training, project formulation, and all stages of national/international cooperation; transforming the principles and goals set forth in this document into concrete mechanisms to build sustainable institutional capacity.

2.3.1.4 Article 18 – Duties and Powers of the Municipal Council

Statutory Provision

Article 18 of Municipality Law No. 5393 regulates the duties and powers of the Municipal Council. The Municipal Council is the decision-making body of the municipality, tasked with making key decisions that shape strategic management, setting principles for institutional policies and practices, and deliberating and deciding upon long-term development targets.

Under this article, the Municipal Council decides on the strategic plan, performance program, budget, annual activity report, municipal regulations, real estate transactions, investment decisions, and other major administrative and financial matters within the municipality's domain.

Decisions taken by the Municipal Council are binding on all administrative units of the municipality, directing its governance model and public service execution.

In this regard, the Municipal Council is not merely a decision-taking body, but the highest authority determining the municipality's vision, institutional priorities, and core policy preferences in the public interest.

Legal Evaluation

Article 18 of Municipality Law No. 5393 is a key legal foundation for democratic decision-making in municipalities.

Council decisions establish the overall governance approach, strategic priorities, and service delivery principles. Therefore, adopting overarching policy documents affecting all municipal departments via Council resolution carries immense importance for institutional ownership, democratic legitimacy, and legal continuity.

Top-level policy documents like the gender equality policy, which concern all municipal directorates and operational areas, should be evaluated not merely as administrative directives, but as corporate governance documents adopted through the explicit will of the Municipal Council.

This approach creates the structural framework ensuring gender equality is holistically reflected in the municipality's strategic plan, performance program, budget, activity reports, HR management, and service delivery.

Furthermore, policy documents adopted by the Municipal Council serve as key reference documents demonstrating institutional capacity, good governance, and long-term policy-making competence during applications for national and international grant programs.

Reflection on Bozcaada Municipality

Bozcaada Municipality recognizes the Municipal Council as the main decision-making body for democratic local government, participatory governance, and institutional sustainability.

Accordingly, the Municipal Council shall:

- Deliberate and decide upon the Gender Equality Policy,
- Approve fundamental principles and targets regarding the policy's execution,
- Evaluate institutional regulations supporting policy implementation,
- Decide on policy updates whenever deemed necessary,
- Review and enact the upcoming Gender Equality Action Plan (2027–2030),
- Ensure alignment between this Policy Document and the strategic plan, performance program, budget, activity reports, and other top-level policy documents,
- Take decisions supporting institutional growth by considering monitoring and evaluation results.

Bozcaada Municipality views the Municipal Council not just as an organ fulfilling legal duties, but as a strategic governance body adopting rights-based administration, gender equality, environmental sustainability, and participatory democracy as core principles.

Reflection on the Policy Document

Bozcaada Municipality accepts the duties and powers of the Municipal Council under Article 18 of Law No. 5393 as a core legal foundation guiding the preparation, enactment, implementation, monitoring, evaluation, and updating of this Gender Equality Policy.

In this framework, the Municipality treats the Gender Equality Policy as an overarching policy document brought into force by Council resolution, committing to its holistic integration across governance systems via the Strategic Plan, Performance Program, Budget, Activity Reports, and the Gender Equality Action Plan (2027–2030).

2.3.1.5 Article 38 – Duties and Powers of the Mayor

Statutory Provision

Article 38 of Municipality Law No. 5393 regulates the duties and powers of the Mayor.

Under the article, the Mayor is the head of the municipal administration and the legal representative of the municipal corporate entity. The Mayor is tasked and authorized to direct and manage the municipal organization, protect municipal rights and interests, oversee the preparation of the strategic plan and performance program, execute the budget, and ensure municipal activities are carried out in accordance with legislation and Council/Executive Committee decisions.

The Mayor also represents the municipality before public authorities, judicial bodies, and national/international organizations; manages municipal personnel; administers property; and acts as the highest administrative authority responsible for corporate governance.

This provision does not merely confer executive authority, but also charges the Mayor with guiding strategic development, building institutional capacity, and ensuring public services are delivered effectively, efficiently, and lawfully.

Legal Evaluation

Article 38 of Law No. 5393 defines the executive branch's responsibilities in municipal governance.

The Mayor is obligated to implement policy documents approved by the Council, realize strategic goals, and maintain organizational coordination across municipal departments.

In terms of gender equality, this article shows that the Mayor is responsible not only for personnel management, but also for providing executive leadership to ensure equality principles are upheld across all service areas.

In this scope, the Mayor exercises leadership in supporting gender equality integration across HR management, service delivery, strategic planning, budgeting, performance evaluation, climate/environmental policies, disaster management, investment decisions, and corporate operations.

Additionally, the Mayor carries decisive responsibility in expanding national/international partnerships, enhancing institutional capacity, and embedding good governance into municipal culture.

Reflection on Bozcaada Municipality

Bozcaada Municipality regards the Mayor not merely as the executive head, but as the top administrative authority managing organizational transformation, driving strategic vision, and leading rights-based local governance.

Accordingly, the Mayor shall:

- Ensure implementation and integration of the Gender Equality Policy adopted by the Municipal Council,
- Oversee alignment of the Policy Document with the municipality's strategic plan, performance program, and annual activities,
- Maintain inter-directorate coordination to reflect equality principles across all service domains,
- Promote merit, equal opportunity, and an inclusive work environment in human resources management,
- Support capacity building for personnel regarding gender equality, human rights, and good governance,
- Ensure human rights, equality, and inclusion are observed in national and international partnerships,
- Support regular execution of monitoring and evaluation processes related to the Policy Document.

Bozcaada Municipality views mayoral leadership not simply as exercising administrative power, but as a strategic governance duty that fosters organizational culture, strengthens accountable management, and embeds equality into all operations.

Reflection on the Policy Document

Bozcaada Municipality accepts the duties and powers of the Mayor in Article 38 of Law No. 5393 as an institutional guarantee for implementing this Gender Equality Policy.

In this context, the Mayor is responsible for executing the policy adopted by Council, leading administrative coordination, building organizational capacity, and systematically embedding equality into all service areas.

Furthermore, the Mayor will fulfill leadership duties to ensure structural alignment among the Gender Equality Action Plan (2027–2030), Strategic Plan, Performance Program, Activity Reports, and related policy documents to achieve municipal equality objectives.

2.3.1.6 Article 41 – Strategic Plan and Performance Program

Statutory Provision

Article 41 of Municipality Law No. 5393 regulates the principles regarding the preparation of the strategic plan and performance program in municipalities.

Under the article, the mayor is obligated to prepare and submit to the Municipal Council, within six months following general local elections, a strategic plan in accordance with the national development plan, Presidential program, core policy documents, regional plans (if any), and higher-tier plans.

The strategic plan is the main corporate governance document setting out the municipality's medium- and long-term goals, fundamental principles and policies, targets and priorities, performance criteria, methods to achieve them, and resource allocation.

The performance program forms the annual implementation schedule for targets set in the strategic plan, enabling municipal activities to be planned, monitored, and evaluated.

This regulation serves as the primary legal basis for planned management, performance-based budgeting, accountability, and corporate sustainability in municipalities.

Legal Evaluation

Article 41 of Law No. 5393 mandates strategic management in municipal administration.

A strategic plan is not just a technical document setting investment schedules; it is the core policy document outlining corporate vision, governance philosophy, priorities, and public service delivery approach.

Regarding gender equality, strategic planning is one of the most vital governance tools for systematically incorporating equality into all operational areas.

In this framework:

- defining strategic objectives,
- establishing performance indicators,
- setting budget priorities,
- preparing investment programs,

- evaluating activity reports,
 - executing performance-based monitoring and evaluation
- must all be planned with a gender equality perspective.

International best practices recognize that gender equality is not solely a task for social services directorates, but a horizontal governance principle (gender mainstreaming) to be embedded across all municipal directorates and administrative processes.

Thus, strategic planning serves as the key engine for instilling gender equality into corporate management culture.

Reflection on Bozcaada Municipality

Bozcaada Municipality accepts Article 41 of Law No. 5393 as a core legal foundation for corporate governance, strategic management, and sustainable municipalism.

Accordingly, the Municipality recognizes as part of its institutional responsibility:

- Integrating gender equality into the preparation, implementation, and monitoring of Strategic Plans,
- Establishing measurable targets and performance indicators for equality in annual performance programs,
- Conducting resource planning under performance-based budgeting to support equality policies,
- Evaluating target achievement levels under the Policy Document regularly in activity reports,
- Ensuring all municipal directorates align their strategic goals with this Policy Document,
- Strengthening participation, transparency, and accountability in decision-making processes,
- Maintaining alignment between municipal policy documents and the strategic plan for national/international funding programs.

Bozcaada Municipality considers the Nature-Positive Island Governance Framework, Climate Action and Resilience Plan, Water Management Policy, Sustainable Tourism Policy, and Gender Equality Policy as complementary institutional policy documents, ensuring their integrated execution alongside the Strategic Plan and annual Performance Programs.

Additionally, the 1/5,000 Master Development Plan and 1/1,000 Implementation Development Plan, prepared by Bozcaada Municipality and currently undergoing approval with the relevant Ministry, represent core spatial vision documents. All institutional policy documents and action plans, including the Gender Equality Policy, will be developed and implemented in full harmony with current or upcoming higher-tier planning decisions.

In line with this approach, the municipality adopts a holistic planning and governance mindset linking the strategic plan, land-use plans, and institutional policy documents across spatial planning, environmental management, transportation, social infrastructure, disaster risk reduction, accessibility, safe public spaces, and sustainable development.

Reflection on the Policy Document

Bozcaada Municipality accepts the statutory provisions on strategic planning and performance programming in Article 41 of Law No. 5393 as the main corporate management

mechanism guiding the preparation, implementation, monitoring, evaluation, and updating of this Gender Equality Policy.

Accordingly, the Municipality treats the Gender Equality Policy as a top-tier corporate policy, committing to its systematic integration into governance systems via the Strategic Plan, Performance Program, Activity Reports, budgeting, and the Gender Equality Action Plan (2027–2030).

The gender equality approach is embraced as a shared responsibility across all directorates and service domains in Bozcaada Municipality; activities developed in this context will be regularly monitored via performance indicators, evaluated, and updated under a continuous improvement philosophy.

2.3.1.7 Article 56 – Activity Report

Statutory Provision

Article 56 of Municipality Law No. 5393 regulates the procedures and principles regarding annual activity reports in municipalities.

Under the article, the Mayor is required to prepare and submit to the Municipal Council an annual activity report showing activities conducted according to the strategic plan and performance program prepared pursuant to Public Financial Management and Control Law No. 5018, achievement status against performance targets and indicators, reasons for deviations, and financial information.

The activity report is the main accountability document evaluating work carried out during a fiscal year, the utilization of public resources, and performance target achievement levels.

This regulation serves as the legal pillar for transparency, accountability, performance-based administration, and continuous improvement in municipal management.

Legal Evaluation

Article 56 of Law No. 5393 regulates the monitoring and evaluation phase of the strategic management cycle.

Achievement levels of targets set in the strategic plan and performance program are presented to the public and the Municipal Council via activity reports. This ensures the municipality demonstrates not only activity execution, but also the extent to which activities fulfill targets and how effectively public resources are utilized.

In terms of gender equality, activity reports serve as the primary monitoring mechanism to regularly assess the implementation level of equality policies, target achievements, and required improvement areas.

In this scope, activity reports should be viewed not as mere administrative task lists, but as governance tools that foster organizational learning, strengthen accountability, and drive continuous policy refinement.

Reflection on Bozcaada Municipality

Bozcaada Municipality views the activity report not as a routine legal duty, but as a core tool for corporate performance, transparency, accountability, and continuous improvement.

Accordingly, the Municipality recognizes as part of its responsibility:

- Evaluating the achievement status of objectives, targets, and activities defined under the Gender Equality Policy in annual activity reports,
- Regularly monitoring policy impact through quantitative performance indicators,
- Generating measurable data regarding how different social groups, particularly women and men, benefit from municipal services,
- Utilizing findings to update the strategic plan, performance program, and upcoming Gender Equality Action Plan,
- Sharing progress in equality, inclusion, and accessibility transparently with the public in activity reports,
- Evaluating the contribution of projects supported by national and international grant programs to equality targets.

Bozcaada Municipality accepts that activity reports are strategic evaluation tools reflecting not only financial and administrative outcomes, but also the success of corporate policy implementation.

Reflection on the Policy Document

Bozcaada Municipality accepts Article 56 of Law No. 5393 on activity reports as a primary mechanism guiding the monitoring, evaluation, reporting, and continuous improvement of this Gender Equality Policy.

In this scope, the Municipality commits to establishing measurable performance indicators for the Gender Equality Action Plan (2027–2030), tracking achievement levels via annual activity reports, and using results as a base for updating strategic plans, performance programs, budgets, and policy documents.

To permanently embed gender equality into corporate management, activity reports will be prepared under principles of transparency, accountability, participation, and continuous improvement, utilizing findings to shape future policies and practices.

In conclusion, Municipality Law No. 5393—with its provisions on local citizenship rights, duties and responsibilities, powers, decision-making processes, mayoral leadership, strategic planning, and activity reporting—forms the foundational local government legal basis for the Bozcaada Municipality Gender Equality Policy. This Policy Document aims to reinforce the democratic, participatory, transparent, accountable, and sustainable local governance model envisioned by the Municipality Law through a gender equality perspective.

2.3.2 Civil Servants Law No. 657

General Evaluation

Civil Servants Law No. 657 is the fundamental personnel legislation regulating the status, rights, obligations, working principles, and core personnel management rules of public officials to ensure public services are conducted effectively, impartially, continuously, and in the public interest.

The Law relies on the principles of classification, career, and merit forming the bedrock of the public personnel system; setting out rules on public service entry, promotion, in-service training, personal rights, disciplinary provisions, and ethical responsibilities.

Municipalities, as public legal entities, are obligated to conduct all personnel procedures for civil service staff in compliance with Law No. 657 and secondary legislation.

Evaluation in Terms of Gender Equality

While Civil Servants Law No. 657 does not directly regulate gender equality as a standalone topic, it serves as a key legal basis for this Policy Document regarding impartiality, merit, career, equality, access to public service, and personnel management based on job qualifications.

Bozcaada Municipality grounds all HR practices on the core principles of Law No. 657, accepting objective, transparent, and merit-based execution of recruitment, assignment, promotion, in-service training, performance evaluation, and career growth as essential elements of corporate management.

In line with a gender equality approach, the municipality promotes equal opportunities for women and men, prevents discrimination, and fosters an inclusive work environment.

All internal institutional regulations will be executed in full compliance with current public personnel legislation.

Reflection on Bozcaada Municipality

Bozcaada Municipality considers Civil Servants Law No. 657 not just as general personnel legislation, but as a legal pillar guiding public service impartiality, corporate ethics, merit, accountability, and equal opportunity.

Accordingly, the Municipality accepts among its core administrative principles:

- Acting in full compliance with current public personnel legislation across human resource management,
- Observing merit and career principles in all personnel processes,
- Supporting equal opportunity in working life,
- Encouraging in-service training and professional development activities,
- Strengthening organizational awareness against discrimination, workplace psychological harassment (mobbing), sexual harassment, and all exclusionary practices,
- Fostering a safe, inclusive work environment respectful of human dignity.

Reflection on the Policy Document

Bozcaada Municipality accepts Civil Servants Law No. 657 as a core national statutory basis for human resources management under this Gender Equality Policy.

All applications developed under this Policy Document will be carried out in harmony with public personnel legislation; HR policies, in-service training, and capacity-building will be continuously refined in alignment with equality, merit, impartiality, and public service requirements.

2.3.3 Labor Law No. 4857

General Evaluation

Labor Law No. 4857 is the primary labor legislation regulating employment relationships for workers. The Law sets core principles regarding employment contracts, termination, working

hours, wages, leave rights, occupational health and safety obligations, the equal treatment principle, and employer responsibilities.

Municipalities employ workers alongside civil servants. Therefore, all municipal actions in its capacity as an employer regarding unionized or contracted workers are governed by Labor Law No. 4857.

Bozcaada Municipality considers conducting all worker-related processes according to labor law and protecting workplace rights as part of its corporate responsibility.

Evaluation in Terms of Gender Equality

Labor Law No. 4857 is one of the main national acts enshrining the equal treatment principle in working life. It aims to prevent discrimination during contract formation, execution, and termination, protecting employee rights and fostering fair workplace practices.

For gender equality, the Law offers a vital legal framework for supporting equal opportunity between women and men, eliminating workplace discrimination, and upholding equal pay for work of equal value.

In accordance with the equal treatment principle in the Labor Law, Bozcaada Municipality supports an inclusive workplace environment free from discrimination and respectful of human dignity.

Reflection on Bozcaada Municipality

Bozcaada Municipality accepts Labor Law No. 4857 as core legislation safeguarding worker rights, ensuring fair working conditions, and promoting equal opportunity.

Accordingly, the Municipality includes among its core management principles:

- Complying with statutory labor provisions in all employer operations,
- Upholding the equal treatment principle in working life,
- Promoting practices that support equal pay for work of equal value,
- Applying objective criteria in recruitment, task allocation, professional development, and working conditions,
- Supporting preventive organizational approaches against workplace discrimination, mobbing, sexual harassment, and violence,
- Encouraging continuous improvement of working conditions for worker personnel.

Reflection on the Policy Document

Bozcaada Municipality accepts Labor Law No. 4857 as a core national legal basis regarding working life under this Gender Equality Policy.

Practices developed under this document will operate in harmony with labor law provisions, reinforcing equality, fairness, human dignity, and equal opportunity across HR practices for worker staff.

2.3.4 Law No. 6701 on the Human Rights and Equality Institution of Turkey

General Evaluation

Law No. 6701 on the Human Rights and Equality Institution of Turkey was enacted to protect and promote human rights, prevent discrimination, strengthen equal treatment, and ensure national practices accord with international human rights standards.

The Human Rights and Equality Institution of Turkey (TIHEK), established by this Law, is an independent public body operating nationally to protect human rights and combat discrimination.

The Law forms the statutory foundation requiring public agencies to develop practices that respect human rights, observe equality, and eliminate discrimination in carrying out their duties.

Evaluation in Terms of Gender Equality

Law No. 6701 is grounded in equal treatment and prohibits discrimination based on grounds enumerated in the law, including sex/gender.

Under the Law, public entities are expected not only to refrain from discrimination, but actively to observe equality when planning and delivering services.

Regarding gender equality, the Law serves as a major legal anchor for municipalities to observe equality in HR, service delivery, public space usage, and citizen relations.

This mindset encourages not just non-discrimination, but active creation of inclusive programs enabling equal access to public services for all individuals.

Reflection on Bozcaada Municipality

Bozcaada Municipality accepts Law No. 6701 as primary national legislation translating rights-based local governance and equal treatment into corporate practice.

Accordingly, the Municipality commits to:

- Observing the principle of equality in delivering municipal services,
- Ensuring no individual is subjected to discrimination based on sex/gender, age, disability, ethnicity, language, religion, belief, marital status, or other protected grounds under the law,
- Raising staff awareness on human rights and anti-discrimination,
- Developing an accessible, inclusive, and dignity-affirming public service model,
- Adopting equal treatment as a cornerstone of corporate governance.

Reflection on the Policy Document

Bozcaada Municipality accepts Law No. 6701 as a primary statutory basis for human rights, anti-discrimination, and equal treatment under this Gender Equality Policy.

All initiatives under this document will operate in alignment with human rights respect, equal treatment, inclusion, and anti-discrimination; municipal policies and services will be continuously upgraded within this framework.

2.3.5 Occupational Health and Safety Law No. 6331

General Evaluation

Occupational Health and Safety Law No. 6331 is the main national act aimed at protecting employee health and safety, preventing workplace risks, and reducing occupational accidents and diseases.

The Law regulates rights, duties, powers, and responsibilities for employers and employees across public and private sectors, setting core rules for establishing safe, healthy work environments.

Bozcaada Municipality, as a public employer, bases all operational activities on Law No. 6331, considering employee health, safety, and well-being as fundamental corporate duties.

Evaluation in Terms of Gender Equality

Occupational health and safety practices cover not only physical risk management, but also psychological, social, and ergonomic needs.

From a gender equality perspective, healthy and safe environments support equal, secure, and dignified workplace participation for all staff, particularly women and men.

This requires an inclusive management mindset in risk assessments, preventive measures, staff information, training, and building a safety culture.

Reflection on Bozcaada Municipality

Bozcaada Municipality accepts Law No. 6331 as primary national legislation for safeguarding employee health and safety.

Accordingly, the Municipality includes among its management priorities:

- Embedding an OHS culture into corporate governance,
- Supporting safe, healthy, and accessible working spaces,
- Developing preventive measures against occupational accidents and illnesses,
- Promoting employee safety awareness and training,
- Strengthening organizational mechanisms to prevent workplace harassment (mobbing), violence, and adverse working conditions,
- Adopting an inclusive, human-centered approach in OHS practices.

Reflection on the Policy Document

Bozcaada Municipality accepts Law No. 6331 as a key national legal anchor for safe working environments, employee well-being, and workplace inclusion under this Gender Equality Policy.

Actions under this Policy Document will continuously protect staff health/safety and advance safety culture under statutory requirements.

2.3.6 Public Financial Management and Control Law No. 5018

General Evaluation

Public Financial Management and Control Law No. 5018 was enacted to ensure effective, economic, and efficient resource use, strengthen financial transparency and accountability, develop strategic planning, and establish performance-based public management.

The Law regulates core principles for strategic planning, performance programs, activity reporting, internal control, financial management, and accountability in public administrations.

As a public administration, municipalities must manage finances and resources in compliance with Law No. 5018.

Bozcaada Municipality considers effective, efficient, and transparent resource use a foundational governance pillar.

Evaluation in Terms of Gender Equality

While Law No. 5018 does not explicitly regulate gender equality, it serves as a critical legal pillar for this Policy Document via strategic management, performance control, accountability, and results-oriented public governance.

Sustainable gender equality policy implementation requires reflecting targets in strategic plans, tracking indicators, supporting goals through resource planning, and evaluating results in annual reports.

International good governance encourages considering diverse group needs during financial planning and assessing budgets through an inclusive lens. Bozcaada Municipality views this as a complementary element of good governance within current legislation.

Reflection on Bozcaada Municipality

Bozcaada Municipality accepts Law No. 5018 as a core legal basis for strategic management, financial transparency, accountability, and performance-based administration.

Accordingly, the Municipality accepts as key elements of management:

- Prioritizing effective, economic, and efficient resource use,
- Maintaining alignment across strategic plans, performance programs, and activity reports,
- Tracking Gender Equality Policy targets within performance management systems,
- Observing public interest, equality, and inclusion in resource planning,
- Embedding financial transparency and accountability into management,
- Evaluating policy impact regularly via performance indicators.

Reflection on the Policy Document

Bozcaada Municipality accepts Law No. 5018 as a primary national legal anchor for strategic management, performance tracking, and accountability under this Gender Equality Policy.

Activities under this document will operate in complete harmony with strategic plans, performance programs, budgeting, and activity reporting, guided by financial transparency, resource efficiency, and continuous improvement.

2.3.7 Law No. 6698 on the Protection of Personal Data

General Evaluation

Law No. 6698 on the Protection of Personal Data (KVKK) aims to protect fundamental rights and freedoms, particularly private life privacy, in personal data processing, outlining obligations for data processors and establishing processing procedures.

As public authorities, municipalities process personal data of staff, beneficiaries, citizens, and stakeholders, requiring strict compliance with Law No. 6698 and secondary rules.

Bozcaada Municipality views data protection not merely as a legal duty, but as a pillar of trustworthy, transparent, and rights-respecting public administration.

Evaluation in Terms of Gender Equality

In monitoring, evaluation, reporting, training, and awareness efforts under the Gender Equality Policy, personal data protection will be observed as a fundamental principle.

Statistics, indicators, and evaluation reports must strictly adhere to data protection legislation, ensuring lawful processing, data security, and privacy protection.

Bozcaada Municipality embraces personal rights and freedoms protection as a core governance rule during data collection and evaluation for policy tracking.

Reflection on Bozcaada Municipality

Bozcaada Municipality accepts Law No. 6698 as a fundamental legal anchor for corporate data management, information security, and rights-based public service.

Accordingly, the Municipality includes among its management commitments:

- Complying fully with current legislation on personal data processing and protection,
- Ensuring data security in monitoring and evaluation activities under the Gender Equality Policy,
- Processing data strictly for legitimate, necessary purposes,
- Adopting confidentiality, security, and accountability in corporate data handling,
- Building staff and beneficiary awareness regarding personal data protection.

Reflection on the Policy Document

Bozcaada Municipality accepts Law No. 6698 as a key legal basis for data monitoring, evaluation, reporting, and organizational learning under this Gender Equality Policy.

Data collection, analysis, reporting, and performance tracking under this policy will strictly observe data protection laws, prioritizing data security and individual rights.

Where feasible, anonymous and aggregated data will be used in monitoring and reporting. Personal data and special category personal data will only be processed if explicit legal conditions under Law No. 6698 are met—for specific, clear, legitimate purposes in a proportional, limited manner. Publicly released reports and statistics will contain no data allowing direct or indirect identification of individuals.

2.3.8 Chapter Concluding Evaluation

When the national statutory provisions evaluated in this section are considered together, it is evident that the Bozcaada Municipality Gender Equality Policy rests upon a robust, holistic legal foundation within the legal system of the Republic of Turkey.

Municipality Law No. 5393 regulates municipal duties, powers, and governance structure; Civil Servants Law No. 657 and Labor Law No. 4857 establish fundamental principles of working life; Law No. 6701 on the Human Rights and Equality Institution of Turkey provides the national framework for equality and anti-discrimination; Occupational Health and Safety Law No. 6331 governs safe working environments; Public Financial Management and Control Law No. 5018 sets strategic management and accountability standards; and Law No. 6698 on the Protection of Personal Data ensures data security and privacy principles.

Bozcaada Municipality commits to executing all corporate practices under this Policy Document in alignment with these national statutory provisions, embracing gender equality as an essential component of rights-based local governance, good governance, and sustainable organizational growth.

Accordingly, the core principles embedded in national legislation form the shared legal framework guiding all corporate policies and practices, led by the strategic plan, performance programs, activity reports, human resources management, public service delivery, and the upcoming Gender Equality Action Plan (2027–2030).

2.4 International Legal Framework

Gender equality is today recognized not merely as an issue related to social policy, but as an integral part of human rights, democratic governance, sustainable development, inclusive economic growth, and the principles of good governance.

Conventions and policy documents adopted by international organizations, primarily the United Nations system, establish common principles aimed at ensuring equal rights for women and men, preventing discrimination, securing equal participation in decision-making processes, and delivering public services in an inclusive manner.

Although local governments are not direct parties to international conventions, as a component of public administration, they undertake significant responsibilities in implementing the human rights principles set forth in these documents at the local level.

Bozcaada Municipality considers international human rights standards as an essential guide—not only in terms of fulfilling legal obligations, but also in terms of strengthening democratic local governance, enhancing institutional capacity, and contributing to sustainable development goals.

In this context, the preparation of the Gender Equality Policy has been grounded in the core international human rights conventions to which Turkey is a party, along with the fundamental policy documents adopted by the United Nations.

Key International Documents Evaluated in This Section

The following international conventions and policy documents are evaluated within this section:

2.4.1 Universal Declaration of Human Rights (1948)

It is the foundational international human rights document setting forth the principles of universality of human rights, equality, non-discrimination, and respect for human dignity.

2.4.2 Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1979)

It is the primary international convention regarding the prevention of discrimination against women and has been ratified by Turkey.

2.4.3 Beijing Declaration and Platform for Action (1995)

It is the main international policy document supporting the equal participation of women in economic, social, and political life and proposing the mainstreaming of gender equality into public policies.

2.4.4 International Labour Organization (ILO) Conventions

Particularly;

- ILO Convention No. 100 on Equal Remuneration,
 - ILO Convention No. 111 on Discrimination (Employment and Occupation),
- constitute the primary international standards concerning equality and the prevention of discrimination in working life.

2.4.5 United Nations 2030 Agenda for Sustainable Development

Primarily;

- SDG 5 Gender Equality,
 - SDG 8 Decent Work and Economic Growth,
 - SDG 10 Reduced Inequalities,
 - SDG 11 Sustainable Cities and Communities,
 - SDG 13 Climate Action,
 - SDG 16 Peace, Justice and Strong Institutions,
- sets forth the core targets of sustainable development.

Reflection on Bozcaada Municipality

Bozcaada Municipality accepts international human rights documents and key policy documents developed by the United Nations as important reference documents that contribute to the development of a human rights-based local governance approach.

Accordingly, the Municipality considers the following to be key elements of its institutional development:

- Reflecting international human rights principles in municipal services,
- Supporting the equal participation of women and men in local governance,

- Adopting the prevention of discrimination as one of the fundamental principles of corporate governance,
- Ensuring that public services are delivered in an inclusive and accessible manner,
- Linking sustainable development goals with local governance policies,
- Taking human rights and equality principles into account in national and international project development processes,
- Transforming international best practices into applicable models at the scale of Bozcaada.

Reflection on the Policy Document

Bozcaada Municipality considers the international conventions and policy documents included in this section as guiding international references in the preparation, implementation, monitoring, and updating of its Gender Equality Policy.

Corporate practices to be developed within the scope of this Policy Document will be carried out in accordance with the international human rights obligations to which the Republic of Turkey is a party, sustainable development principles, and the understanding of good governance, in harmony with national legislation.

2.4.1 United Nations Universal Declaration of Human Rights (1948)

General Assessment

The United Nations Universal Declaration of Human Rights was adopted by the United Nations General Assembly on December 10, 1948, and is one of the fundamental reference documents adopted by the international community in the field of human rights.

Prepared following the Second World War with the aim of protecting peace, human dignity, and fundamental rights, the Declaration established at the universal level the principle that all human beings are born free and equal in dignity and rights.

Although it is not a binding international convention, the Universal Declaration of Human Rights has served as the foundation for numerous subsequent international conventions and national constitutional regulations, playing a decisive role in the development of human rights law.

The Republic of Turkey, as one of the founding members of the United Nations, has adopted the core principles and values set forth in the Declaration; these principles have been reflected in the domestic legal system through the Constitution, national legislation, and international conventions to which Turkey is a party.

Assessment in Terms of Gender Equality

The Universal Declaration of Human Rights is based on the equal recognition of human rights for all individuals without distinction of any kind.

Numerous provisions of the Declaration, particularly:

- Article 1 (all human beings are born free and equal),
- Article 2 (enjoyment of rights without distinction),
- Article 7 (equality before the law),
- Article 21 (right to participate in public administration),
- Article 23 (right to work and equal pay for equal work),

- Article 25 (living conditions worthy of human dignity), are today accepted among the fundamental references of gender equality policies.

The principle of equality contained in the Declaration encompasses not only legal equality, but also the equal benefit of individuals from public services, freedom from discrimination, and living in conditions worthy of human dignity.

This approach constitutes an important international reference for local governments in adopting principles of inclusiveness, accessibility, non-discrimination, and participatory governance in service delivery.

Reflection on Bozcaada Municipality

Bozcaada Municipality accepts the fundamental human rights principles contained in the Universal Declaration of Human Rights as one of the core references for its democratic, participatory, and human-oriented local government approach.

Accordingly, the Municipality considers it part of its corporate responsibility to:

- Ensure that all individuals benefit from municipal services equally and free from discrimination,
- Adopt respect for human dignity as a core principle of corporate governance,
- Support the equal participation of women and men in local governance,
- Enhance inclusiveness and accessibility in the planning and delivery of public services,
- Disseminate a human rights-based service delivery approach across all operational areas of the municipality,
- Encourage practices that address the needs of disadvantaged and vulnerable groups.

Bozcaada Municipality adopts a human rights-based local government approach not merely as a legal obligation, but as a core governance approach that strengthens social solidarity, improves quality of life, and supports sustainable local development.

Reflection on the Policy Document

Bozcaada Municipality accepts the United Nations Universal Declaration of Human Rights as one of the primary international human rights references guiding the preparation and implementation of this Gender Equality Policy.

In all activities carried out within the scope of this Policy Document, the principles of respect for human dignity, equality, non-discrimination, participation, and equal access to public services will be taken as the basis; the municipal corporate policies and practices will aim for continuous development in line with international human rights standards and in compliance with national legislation.

2.4.2 Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

General Assessment

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) was adopted by the United Nations General Assembly on December 18, 1979, and entered into force on September 3, 1981.

CEDAW is recognized as the most comprehensive and fundamental international human rights convention regarding the protection of women's human rights. For this reason, it is frequently referred to in international literature as the 'International Bill of Rights for Women.'

Turkey became a party to CEDAW in 1985 and incorporated its provisions into domestic law. Pursuant to Article 90 of the Constitution of the Republic of Turkey, duly ratified international agreements concerning fundamental rights and freedoms form an integral part of domestic law, and in the event of a conflict with national laws, the provisions of international agreements prevail.

CEDAW provides not only for the prohibition of discrimination against women, but also for the development of policies and practices that ensure the equal participation of women with men in political, economic, social, cultural, and public life.

In this respect, the Convention encourages public institutions not only to prevent discrimination, but also to develop institutional mechanisms that enable the actual realization of equality.

Assessment in Terms of Gender Equality

CEDAW addresses gender equality not merely as legal equality, but as the achievement of de facto (substantive) equality. According to the Convention, the formal recognition of equal rights between women and men is not sufficient on its own; necessary measures must be taken so that these rights can be exercised equally in daily life, working life, decision-making processes, and access to public services.

The Convention aims to eliminate discrimination in numerous areas, including education, employment, health, social security, economic life, political representation, and participation in decision-making mechanisms. It also foresees combating gender-based stereotypes, removing structural inequalities that prevent women's full and effective participation in public life, and developing public policies from this perspective.

In line with the approach set forth by CEDAW, it is essential for public institutions to integrate a gender equality perspective across all processes, ranging from policy-making to service delivery, human resources management, budgeting, and planning. This approach forms the foundation of the governance model referred to today as gender mainstreaming.

Assessment in Terms of Local Governments

Although CEDAW does not contain provisions directly addressed to local governments, it stipulates that State parties must guarantee the implementation of the Convention through all public institutions.

In this framework, municipalities assume significant responsibilities in developing gender-responsive practices in fields such as planning and delivering public services, executing employment policies, developing participation mechanisms, social support services, creating safe public spaces, implementing environmental and climate policies, and local development efforts.

In international practice, CEDAW principles are recognized as a core reference for gender equality policy documents, equality action plans, strategic plans, and institutional capacity-building efforts prepared by local governments.

Reflection on Bozcaada Municipality

Bozcaada Municipality accepts the principles and targets set forth in CEDAW as one of the fundamental international references for developing a human rights-based local governance approach.

Accordingly, the Municipality considers the following to be key elements of its corporate governance approach:

- Integrating gender equality into all service areas of the municipality through a holistic approach,
- Supporting the effective participation of women in local governance and decision-making processes,
- Addressing the needs of different social groups in the planning and implementation of municipal services,
- Basing human resources management on the principles of equal opportunity and merit,
- Developing practices that prevent discrimination in working life and foster an inclusive workplace environment,
- Encouraging training, awareness-raising, and institutional capacity development efforts,
- Incorporating a gender perspective into local development, environmental management, climate change adaptation, and sustainable tourism policies.

Bozcaada Municipality does not view the equality approach envisioned by CEDAW as limited solely to social services for women; it adopts it as one of the guiding principles directing its strategic planning, human resources management, service delivery, participatory governance approach, and overall institutional development processes.

Reflection on the Policy Document

Bozcaada Municipality accepts CEDAW as one of the core international human rights documents guiding the preparation, implementation, monitoring, and evaluation of this Gender Equality Policy.

The actions to be carried out within the scope of this Policy Document will be developed in line with the Republic of Turkey's obligations under CEDAW, national legislation provisions, and the duties and responsibilities of local governments; aiming to holistically integrate the principle of equality into the municipality's corporate governance system.

Through the Gender Equality Action Plan (2027–2030) to be prepared, the principles specified in this Policy Document will be translated into concrete activities, performance indicators, and monitoring mechanisms.

2.4.3 Beijing Declaration and Platform for Action (1995)

General Assessment

The Beijing Declaration and Platform for Action was adopted at the conclusion of the Fourth World Conference on Women organized by the United Nations in 1995, and stands as one of the most comprehensive international policy documents for protecting women's human rights and advancing gender equality.

The Declaration emphasizes that women's human rights are an inalienable, integral, and indivisible part of universal human rights; establishing a global policy framework supporting

women's full and effective participation in all spheres of political, economic, social, cultural, and public life.

The Platform for Action sets strategic priorities for governments, public institutions, local authorities, international organizations, and civil society, encouraging the systematic integration of gender equality into public policies.

Turkey has adopted the principles and objectives set forth in the Beijing Declaration and Platform for Action, conducting work to implement this approach in national policy documents and public administration practices.

Assessment in Terms of Gender Equality

The Beijing Declaration demonstrates that gender equality cannot be achieved solely through developing social policies aimed at women, but requires that an equality perspective be incorporated across all processes of public administration.

Accordingly, the Platform for Action identifies the following as priority policy areas:

- Strengthening equal participation in decision-making processes,
- Supporting equal opportunity in education and employment,
- Preventing discrimination in working life,
- Increasing women's participation in economic life,
- Preventing violence,
- Evaluating the gender impact of public policies,
- Developing institutional capacity within public entities.

The concept of 'gender mainstreaming' popularized in international literature through the Beijing Declaration recognizes that gender equality is not an isolated activity managed by specific units, but a core governance principle that must be integrated into all policy-making, planning, budgeting, implementation, and evaluation processes of public institutions.

Assessment in Terms of Local Governments

Local governments are the public institutions closest to the daily lives of citizens. Therefore, implementing the principles set forth in the Beijing Declaration at the local level is of vital importance for developing inclusive, accessible, and equitable public services.

Municipalities can develop policies responsive to the needs of different social groups by incorporating a gender perspective across operational fields such as strategic planning, human resources management, social services, urban planning, transportation, environmental management, culture, sports, disaster management, and local economic development.

This approach not only enhances the effectiveness of public services, but also strengthens participation, transparency, accountability, and local democracy.

Reflection on Bozcaada Municipality

Bozcaada Municipality accepts the principles set forth in the Beijing Declaration and Platform for Action as an important international policy reference contributing to the development of a human rights-based, inclusive, and sustainable local governance model.

Accordingly, the Municipality considers the following to be core elements of its corporate management philosophy:

- Integrating gender equality into all service areas of the municipality with a holistic approach,
- Observing an equality perspective in strategic planning, performance programs, and institutional policy documents,
- Supporting the active participation of women and men in local governance and decision-making processes,
- Taking into account the needs of different social groups when planning and executing municipal services,
- Encouraging education, awareness-raising, and institutional capacity-building initiatives,
- Integrating a gender perspective into environment, climate change, disaster management, and sustainable development policies,
- Strengthening participatory governance mechanisms.

Bozcaada Municipality adopts the gender mainstreaming approach introduced by the Beijing Declaration as a core governance principle in the execution of this Policy Document.

2.4.4 International Labour Organization (ILO) Conventions

General Assessment

The International Labour Organization (ILO) was established in 1919 to promote social justice in working life, protect human rights, and establish international labor standards, functioning as a specialized agency of the United Nations system.

Conventions adopted by the ILO set international standards for protecting fundamental rights at work, preventing discrimination, securing safe working conditions, ensuring freedom of association, enhancing social dialogue, and fostering equal opportunity.

Turkey is among the founding members of the ILO and is a party to numerous fundamental ILO conventions. These conventions have played an essential role in shaping national labor legislation and serve as key international references guiding human resources practices in public institutions.

Assessment in Terms of Gender Equality

Key ILO conventions on working life support equal opportunities between women and men, the prevention of workplace discrimination, and the advancement of Decent Work.

With respect to this Policy Document, the following conventions are of particular significance:

ILO Convention No. 100 on Equal Remuneration (1951)

ILO Convention No. 100 establishes the principle of equal remuneration for men and women workers for work of equal value as a fundamental element of international labor standards.

This principle stipulates that compensation policies should be determined based on the nature, responsibility, and qualifications required by the work performed, rather than gender-based distinctions.

Turkey is a party to this convention.

ILO Convention No. 111 on Discrimination (Employment and Occupation) (1958)

ILO Convention No. 111 aims to eliminate discrimination in hiring, working conditions, training, promotion, and professional development processes.

The Convention establishes the elimination of discrimination based on gender, as well as race, color, religion, political opinion, national extraction, or social origin, as a core principle of international labor standards.

Turkey is a party to this convention.

The Decent Work Approach

The Decent Work approach developed by the ILO offers a holistic policy framework bringing together safe working conditions, equal opportunity, social protection, social dialogue, and respect for fundamental rights at work.

This approach supports public institutions in going beyond mere legal compliance in human resources management, actively fostering inclusive, safe, and fair work environments.

Reflection on Bozcaada Municipality

Bozcaada Municipality considers fundamental labor standards established by the ILO as key international references for cultivating a decent working environment and strengthening corporate governance.

Accordingly, the Municipality accepts the following as core components of its corporate management philosophy:

- Supporting equal opportunity in working life,
- Upholding the principle of equal remuneration for work of equal value,
- Adopting objective and merit-based practices in recruitment, assignment, and career advancement processes,
- Fostering inclusive workplace environments that prevent discrimination,
- Supporting the professional development and continuous training of staff,
- Promoting safe, healthy, and decent working conditions.

Reflection on the Policy Document

Bozcaada Municipality regards fundamental ILO labor standards as part of the international references governing working life within this Gender Equality Policy.

In human resources practices conducted under this Policy Document, the principles of equal opportunity, non-discrimination, equal remuneration for work of equal value, merit, safe working environment, and professional development support will be observed in accordance with national legislation and international conventions ratified by Turkey.

2.4.5 United Nations 2030 Agenda for Sustainable Development and Sustainable Development Goals (SDGs)

General Assessment

The 2030 Agenda for Sustainable Development, adopted by the United Nations General Assembly on September 25, 2015, outlines a global policy framework aimed at eradicating

poverty, reducing inequalities, protecting the environment, combating climate change, and achieving sustainable development.

The 17 Sustainable Development Goals (SDGs) and 169 targets established under the 2030 Agenda serve as a shared roadmap not only for national governments, but also for local authorities, the private sector, academia, and non-governmental organizations.

Local governments are among the most critical public institutions in implementing sustainable development targets locally. Municipal responsibilities—including urban planning, environmental management, social services, water and waste management, climate change adaptation, disaster management, local economic development, and participatory governance—directly contribute to realizing the SDGs.

Bozcaada Municipality accepts the 2030 Agenda for Sustainable Development as one of the primary international policy documents supporting its long-term corporate development vision and guiding local governance policies.

Assessment in Terms of Gender Equality

The Sustainable Development Goals do not address gender equality solely within Goal 5, but treat it as a cross-cutting, holistic principle linked to all sustainable development goals.

Gender equality is recognized as a core driver of development necessary for achieving inclusive economic growth, high-quality public services, climate change adaptation, disaster-resilient communities, democratic governance, and sustainable cities.

In this context, the following goals hold particular significance for Bozcaada Municipality:

SDG 5 – Gender Equality

Aims to empower women and girls, eliminate all forms of discrimination and violence, ensure equal participation in decision-making mechanisms, and foster equal opportunities.

SDG 8 – Decent Work and Economic Growth

Aims to promote decent working conditions, support productive employment, and strengthen equal opportunities in working life.

SDG 10 – Reduced Inequalities

Envisages developing inclusive policies that support equal social, economic, and political participation for all segments of society.

SDG 11 – Sustainable Cities and Communities

Aims to make human settlements inclusive, safe, resilient, and sustainable. Municipal duties in planning, transport, accessibility, public spaces, cultural heritage preservation, and disaster risk reduction form key implementation areas for this goal.

SDG 13 – Climate Action

Aims to mitigate climate change impacts and strengthen climate adaptation capacity. Given that climate impacts affect different social groups differently, integrating a gender perspective into climate policies is evaluated as a crucial element of inclusive and resilient local governance.

SDG 16 – Peace, Justice and Strong Institutions

Aims to build transparent, accountable, participatory, and inclusive institutions. It is a key reference for strengthening good governance principles in municipal administration.

SDG 17 – Partnerships for the Goals

Emphasizes that sustainable development goals can be realized through partnerships formed among public institutions, local governments, universities, the private sector, international organizations, and civil society.

Reflection on Bozcaada Municipality

Bozcaada Municipality considers the United Nations 2030 Agenda for Sustainable Development as a foundational international policy framework guiding its long-term corporate development vision.

Accordingly, the Municipality counts the following among core elements of its management approach:

- Reflecting sustainable development goals in strategic planning processes,
- Addressing gender equality in a holistic manner alongside environmental, climate change, water management, sustainable tourism, and local development policies,
- Developing inclusive, accessible, and resilient public services,
- Strengthening principles of participatory governance and accountability,
- Taking the Sustainable Development Goals into account during national and international project development processes,
- Expanding partnerships with public entities, universities, non-governmental organizations, and international stakeholders.

Bozcaada Municipality regards all corporate policy documents prepared—including the Nature-Positive Island Governance Framework, Climate Action and Resilience Plan, Gender Equality Policy, Water Management Policy, and Sustainable Tourism Policy—as integrated governance tools supporting the Sustainable Development Goals at the local level.

Reflection on the Policy Document

Bozcaada Municipality accepts the United Nations 2030 Agenda for Sustainable Development and the Sustainable Development Goals as guiding international policy frameworks for preparing, implementing, monitoring, and evaluating this Gender Equality Policy.

Corporate practices developed under this Policy Document will be carried out in alignment with sustainable development principles, integrated with equality, inclusiveness, environmental sustainability, climate resilience, good governance, and participatory local democracy.

Together with the upcoming Gender Equality Action Plan (2027–2030), performance indicators and implementation mechanisms will be developed in harmony with the municipality's strategic plan and other corporate policy document

2.5 European Charter for Equality of Women and Men in Local Life (CEMR Charter)

2.5.1 European Charter for Equality of Women and Men in Local Life (CEMR Charter)

The Charter was developed to promote gender equality in local life and was comprehensively updated in 2022 in line with changing social needs and contemporary governance approaches.

The CEMR Charter recognizes equality between women and men not merely as a legal right or a human resources practice, but as a fundamental principle of governance that must be integrated across all duties, powers, and areas of responsibility of local authorities. In line with this approach, the Charter recommends that local governments systematically integrate a gender equality perspective into all their institutional activities, ranging from decision-making processes to service delivery, strategic planning to budgeting, human resources management to spatial planning, and environmental and climate policies to disaster management.

The Charter is not a legally binding international convention; rather, it is a voluntary international policy document and good governance framework designed for local authorities. By signing the Charter, local and regional governments publicly declare that they accept equality between women and men as one of the key principles of their institutional governance, and commit to preparing a Gender Equality Action Plan within a specified timeframe.

The adoption of this Policy Document does not constitute a decision to join, accede to, or sign the European Charter for Equality of Women and Men in Local Life. In the event of formal accession to the CEMR Charter, membership in an international organization, or the establishment of international cooperation or protocols, the additional decision, permission, and approval processes stipulated under Municipality Law No. 5393 and other relevant legislation shall apply.

The CEMR Charter establishes that gender equality is not limited to developing social policies targeted solely at women. Instead, it represents a core governance approach that must be observed across all operational areas of municipalities, including planning, budgeting, investment decisions, infrastructure services, transportation, environmental management, culture, sports, social services, disaster management, digital transformation, procurement processes, and corporate human resources management.

With the Charter updated in 2022, the gender equality approach was expanded to encompass contemporary priority policy areas such as intersectionality, climate change, environmental sustainability, digitalization, data-driven decision-making, participatory governance, and inclusive public services. Consequently, the CEMR Charter has evolved beyond being an equality document for local governments in Europe into a comprehensive policy framework that supports a sustainable, inclusive, and human rights-based model of local governance.

Bozcaada Municipality considers the European Charter for Equality of Women and Men in Local Life as one of the key international best practice frameworks for holistically integrating gender equality into institutional governance within local authorities.

The Bozcaada Municipality Gender Equality Policy, prepared within this scope, takes into account the core principles and approaches set forth in the CEMR Charter, and has been drafted within the framework of the Constitution of the Republic of Türkiye, national legislation, and international conventions to which Türkiye is a party.

Through this Policy Document, Bozcaada Municipality evaluates the governance approach presented by the CEMR Charter in alignment with the municipality's duties, powers, local needs, and institutional priorities. It recognizes the strengthening of a human rights-based, participatory, inclusive, accountable, and sustainable local governance approach as a core element of its institutional development.

This Policy Document demonstrates that Bozcaada Municipality regards the fundamental principles of the European Charter for Equality of Women and Men in Local Life as international best practices guiding its institutional development. It foresees the translation of these principles into concrete objectives, activities, and monitoring indicators within the municipality's strategic management system through the upcoming Gender Equality Action Plan (2027–2030).

2.5.2 Fundamental Principles of the CEMR Charter

The European Charter for Equality of Women and Men in Local Life (CEMR Charter) addresses gender equality not as an issue to be considered only in specific service areas of local governments, but as a core governance principle that guides the entirety of municipal institutional governance.

In line with the approach adopted in the Charter, achieving equality between women and men is not limited to preventing discrimination; it requires the systematic integration of an equality perspective across all municipal policy formulation, decision-making, planning, resource allocation, service delivery, and corporate management processes.

In this context, the CEMR Charter is built upon the fundamental principles outlined below:

2.5.2.1 Human Rights-Based Local Governance

The CEMR Charter recognizes equality between women and men as an integral part of universal human rights. Local governments bear significant responsibility in protecting human rights, preventing discrimination, advancing equal opportunities, and ensuring that all individuals benefit equally from local services. In line with this approach, municipalities are encouraged to adopt a human rights-based governance approach in all their activities, from decision-making processes to service delivery. Bozcaada Municipality likewise considers gender equality to be a fundamental element of a human rights-based local governance approach.

2.5.2.2 Gender Mainstreaming

The core approach of the CEMR Charter is that gender equality is not an activity carried out solely under the responsibility of a specific municipal directorate or social service unit. The Charter recommends the systematic integration of an equality perspective into strategic

planning, budgeting, human resources management, investment decisions, environmental management, disaster management, transportation, culture, sports, procurement processes, and all municipal service areas. This approach is defined in international literature as Gender Mainstreaming. Within the framework of this Policy Document, Bozcaada Municipality evaluates gender equality as a fundamental governance principle that must be holistically integrated into all institutional processes of the municipality.

2.5.2.3 Intersectionality

The updated approach of the CEMR Charter recognizes that individuals may experience inequality not only on the basis of gender, but under diverse conditions created by the intersection of age, disability, socioeconomic status, ethnicity, language, belief, migration status, and similar factors. Therefore, in preparing and implementing equality policies, it is crucial to take into account the multidimensional inequalities individuals may face. Bozcaada Municipality aims to adopt an inclusive approach in the planning and delivery of local services that addresses the needs of different social groups.

2.5.2.4 Participation and Equal Representation

To strengthen democratic local governance, the CEMR Charter supports the equal and effective participation of women and men in decision-making processes. Participation is not limited to electoral processes; it encompasses municipal advisory mechanisms, working groups, local stakeholder meetings, and public participation processes. Bozcaada Municipality aims to support the participation of all segments of society in local decision-making processes and to encourage the development of inclusive governance mechanisms.

2.5.2.5 Data-Driven Decision-Making and Monitoring

To effectively implement equality policies, the CEMR Charter recommends regular data collection, the establishment of performance indicators, and the monitoring of policy outcomes. A data-driven management approach enables the measurement of policy impact and allows for improvements where necessary. Under this Policy Document, Bozcaada Municipality aims to regularly evaluate gender equality practices through performance indicators and monitoring mechanisms to be developed. In these processes, national legislative provisions regarding the protection of personal data will serve as the basis.

2.5.2.6 Sustainability, Climate, and Resilient Local Governance

The updated text of the CEMR Charter emphasizes the importance of incorporating a gender perspective into efforts related to climate change, environmental sustainability, and disaster risk reduction. The impacts of climate change can affect different segments of society in distinct ways; therefore, local governments are recommended to adopt an inclusive approach when preparing and implementing climate policies. Bozcaada Municipality considers gender equality to be an integral component of sustainable local governance in its efforts regarding climate change adaptation, disaster preparedness, natural resource conservation, and its Nature-Positive Island vision.

2.5.2.7 Institutional Leadership and Continuous Improvement

The CEMR Charter stresses the importance of institutional leadership, executive ownership, regular monitoring, and a continuous improvement approach for gender equality efforts to

succeed. Accordingly, equality policies should be addressed not as a one-time exercise, but as an ongoing part of institutional learning and development processes. Bozcaada Municipality views its Gender Equality Policy as a dynamic management tool; it aims to regularly evaluate implementation results and continuously enhance them through the forthcoming Gender Equality Action Plan (2027–2030).

2.5.3 Reflection of CEMR Charter Principles on Bozcaada Municipality

The European Charter for Equality of Women and Men in Local Life (CEMR Charter) views gender equality not merely as a social policy to be applied in specific municipal service areas, but as a foundational principle shaping the municipal governance approach. In alignment with this vision, Bozcaada Municipality accepts gender equality as a horizontal governance principle that must be integrated across its strategic management system, corporate decision-making mechanisms, human resources practices, service delivery, investment planning, and overall stakeholder relations.

In this context, the municipality does not view the gender equality approach as being limited strictly to developing services targeted at women; rather, it considers it a fundamental institutional principle to be observed across all policy, planning, and implementation processes within its mandate.

In accordance with the governance approach set forth by the CEMR Charter, Bozcaada Municipality considers the following as fundamental elements of its institutional development:

- Observing an equality perspective in strategic planning, performance programs, and activity reports;
- Strengthening principles of equal opportunity, merit, and inclusiveness in human resources management;
- Supporting objective and transparent practices in recruitment, promotion, training, and career development processes;
- Taking into account the needs of diverse social groups in the planning and delivery of municipal services;
- Incorporating a gender perspective into environmental management, climate change adaptation, disaster risk reduction, and sustainable development efforts;
- Strengthening participatory governance mechanisms and encouraging inclusive participation in local decision-making processes;
- Regularly monitoring, evaluating, and continuously improving institutional policies and practices.

Bozcaada Municipality aims to observe gender equality not only in practices directed at municipal personnel, but also across all services provided, investment decisions, physical space planning, cultural and artistic activities, sports services, social support programs, environmental and climate policies, disaster management, procurement processes, and national and international project development initiatives.

Given the unique social, economic, and environmental characteristics of island settlements, the gender equality approach also constitutes an integral component of Bozcaada Municipality's holistic local governance model aimed at sustainable development, climate

change adaptation, disaster resilience, preservation of natural and cultural heritage, and enhancement of the quality of life.

Accordingly, Bozcaada Municipality considers gender equality a shared responsibility across all municipal directorates and service units, aiming to holistically integrate the principle of equality into its institutional management system. Corporate regulations and implementation tools to be prepared under this approach will be developed within the framework of active national legislation and the municipality's duties, powers, and responsibilities.

To translate the governance approach set forth in this Policy Document into concrete objectives, activities, performance indicators, and monitoring mechanisms, the Bozcaada Municipality Gender Equality Action Plan (2027–2030) will be prepared and implemented in alignment with the municipality's strategic plan, performance program, and other institutional policy documents.

SECTION 3

Core Policy Principles

3.1 General Framework

The Bozcaada Municipality Gender Equality Policy is an institutional policy document prepared in line with a human rights-based, participatory, inclusive, and sustainable local governance approach.

The core policy principles in this section aim to establish a shared governance approach in all processes of planning, implementing, monitoring, and evaluating services that fall within the municipality's duties and areas of responsibility.

Bozcaada Municipality considers gender equality not merely as a matter concerning a specific service area, but as one of the foundational principles guiding the entire institutional management system. Accordingly, an equality approach will be observed across all strategic planning, human resources management, service delivery, budgeting, investment decisions, environmental and climate policies, disaster management, procurement processes, culture and arts activities, sports services, social support programs, as well as national and international project development efforts.

The principles defined in this section set forth a common institutional approach for all directorates and service units of the municipality. They will be translated into concrete targets, actions, and performance indicators through the Gender Equality Action Plan (2027–2030) to be prepared.

Bozcaada Municipality regards the implementation of these principles not merely as fulfilling legal obligations, but as a strategic management approach in terms of enhancing institutional capacity, improving service quality, strengthening participatory local democracy, and contributing to sustainable development goals.

In this context, the core policy principles listed below will guide all institutional policies, practices, and decision-making processes of Bozcaada Municipality in the field of gender equality.

3.2 Human Rights-Based Local Governance

Bozcaada Municipality adopts a human rights-based local governance approach as one of the core governance principles forming the foundation of all its institutional policies, decisions, and practices.

In line with this understanding, the municipality considers respect for human dignity, equality, justice, participation, transparency, and accountability as indispensable elements of local governance. Upholding fundamental human rights and freedoms in the planning, implementation, and evaluation processes of all services falling within the municipality's duties and responsibilities is essential.

A human rights-based local governance approach represents not only the fulfillment of legal obligations, but also the development of a human-centered, inclusive, and rights-based administrative culture across all municipal activities. This approach aims to support individuals with diverse needs and expectations in benefiting from public services in an equal, safe, and accessible manner.

Bozcaada Municipality views gender equality as an integral part of human rights-based local governance, recognizing the equal participation of women and men in municipal services, decision-making processes, and local public life as a fundamental condition for democratic local governance.

Local governments are the public institutions closest to the daily lives of individuals. Therefore, they bear significant responsibility for strengthening respect for human rights, preventing discrimination, developing inclusive services, and supporting participatory local democracy. Conscious of this responsibility, Bozcaada Municipality aims to reflect a human rights perspective across all institutional management.

In line with this principle, Bozcaada Municipality:

- adopts respect for human rights as a core value of all its institutional policies and practices,
- ensures that all individuals benefit from municipal services equally, fairly, and without discrimination,
- supports participation, transparency, and accountability in decision-making processes,
- develops an inclusive service approach that takes into account the needs of different social groups,
- encourages the development of accessible, safe, and human-centered public services,
- supports participation mechanisms that strengthen local democracy,
- promotes awareness-raising and training efforts to make a culture of human rights an integral part of institutional capacity.

Bozcaada Municipality accepts a human rights-based local governance approach as the core institutional principle guiding not only this Policy Document, but also strategic planning, human resources management, environmental and climate policies, disaster management, culture and arts, sports, social support services, sustainable tourism, and local development efforts as a whole.

Bozcaada Municipality recognizes this principle as an essential component of its institutional management approach and commits to upholding it across all service areas.

3.3 Gender Mainstreaming

Bozcaada Municipality recognizes that gender equality is not an activity carried out solely under the responsibility of a specific directorate, service unit, or social policy area. Gender equality is considered a cross-cutting governance principle that guides all institutional policies, plans, programs, projects, and practices of the municipality.

Gender Mainstreaming refers to assessing the potential impact on women, men, and different social groups from the earliest stages of policy development and decision-making processes. This approach aims to ensure that the principle of equality is incorporated right from the design stage of policies and services, rather than merely creating solutions to problems after they arise.

Bozcaada Municipality aims to systematically incorporate a gender equality perspective into strategic planning, performance programs, budget preparation, investment decisions, human resources management, service delivery, environmental and climate policies, disaster management, spatial planning, culture and arts activities, sports services, social support programs, procurement processes, and national and international project development initiatives.

This approach represents a holistic management understanding that strengthens the municipality's institutional capacity, enhances service efficiency, and ensures a more accurate assessment of the needs of different segments of society.

In line with this principle, Bozcaada Municipality:

- adopts as a principle the integration of a gender equality perspective into all municipal policies, plans, and practices,
- considers an equality approach in strategic planning, performance management, and institutional decision-making processes,
- takes into account the needs and expectations of different social groups in planning and implementing services,
- encourages the assessment of the potential impacts of new policies, projects, and practices through an equality lens,
- supports the adoption of an equality approach across the entire municipal organization by strengthening inter-directorate cooperation and institutional coordination,
- promotes increasing staff knowledge and awareness regarding gender equality through training, guidance, and institutional capacity-building efforts,
- aims to translate this approach into concrete actions and monitoring indicators in line with the Gender Equality Action Plan to be prepared.

Bozcaada Municipality regards gender mainstreaming not merely as a method for implementing this Policy Document, but as a foundational element of a sustainable, inclusive, and human rights-based local governance approach that supports the growth of institutional governance culture.

3.4 Equality and Non-Discrimination

Bozcaada Municipality accepts the principle of equality as one of the essential elements of democratic, inclusive, and human rights-based local governance. The municipality operates

on the principle that all individuals have the right to benefit equally from public services based on respect for human dignity.

For Bozcaada Municipality, equality does not consist merely of treating all individuals in the exact same manner; rather, it entails developing fair, inclusive, and accessible services that take into account varying needs and circumstances. Accordingly, the municipality aims to strengthen access to public services for diverse social groups and to support practices intended to reduce inequalities that may arise in service delivery.

Bozcaada Municipality adopts as a core institutional principle the avoidance of any practices that could cause direct or indirect discrimination based primarily on gender, as well as age, disability status, marital status, family responsibilities, language, religion, belief, ethnic origin, social and economic status, or any other status.

The principle of equality is a foundational management approach that must be observed not only in human resources practices aimed at municipal employees, but also across all services provided by the municipality, in relationships with stakeholders, in participation mechanisms, and in institutional decision-making processes.

In line with this principle, Bozcaada Municipality:

- observes the principle of equality in all institutional policies, decisions, and practices,
- supports the development of necessary institutional measures to prevent practices that may lead to direct or indirect discrimination,
- ensures that municipal services are delivered accessibly, inclusively, and fairly for all individuals,
- upholds equal opportunity and merit principles in recruitment, assignment, training, career development, and working life practices,
- promotes respectful, impartial, and equal service delivery to all individuals benefiting from municipal services,
- bases the evaluation of discrimination claims on objectivity, impartiality, and confidentiality principles,
- supports training and awareness efforts that help make a culture of equality an integral part of the institutional structure.

Bozcaada Municipality considers equality and non-discrimination not merely as a legal obligation, but as a primary condition for public trust, social solidarity, and sustainable local governance. Accordingly, the municipality aims to implement the principle of equality effectively across all service areas and to make it an integral part of institutional culture.

3.5 Participation and Equal Representation

Bozcaada Municipality believes that a key condition for democratic local governance is the equal, effective, and meaningful participation of individuals in local decision-making processes. Participation represents a core governance understanding that ensures diverse views, experiences, and needs are reflected in municipal policies and services, rather than simply fulfilling statutory obligations.

In line with its gender equality approach, the municipality supports equal opportunities for women and men to participate in local governance, decision-making mechanisms, and participatory processes. Furthermore, it is acknowledged that participation is not limited to

gender balance alone; enabling youth, elderly persons, persons with disabilities, and other diverse social groups to contribute to local governance is an essential component of democratic administration.

Bozcaada Municipality views participation not merely as a consultation process, but as an ongoing management approach that systematically integrates local knowledge and experience into institutional decision-making mechanisms. To this end, participation mechanisms must be accessible, inclusive, transparent, and reliable.

In line with this principle, Bozcaada Municipality:

- encourages participation in local decision-making processes,
- supports equal participation of women and men in municipal activities,
- ensures that the views and recommendations of different social groups are reflected in decision-making processes,
- bases public information and consultation processes on transparency,
- supports taking local needs and expectations into account when planning municipal services,
- promotes making a participatory culture an integral part of institutional governance,
- develops practices that strengthen local democracy based on cooperation and dialogue.

Bozcaada Municipality accepts participation and equal representation not merely as an administrative tool, but as a core governance principle that enhances social trust, strengthens the quality of institutional decisions, and supports sustainable local governance.

3.6 Inclusivity and Intersectionality

Bozcaada Municipality recognizes that gender equality alone does not fully explain every individual's lived experience. An individual's access to public services, participation in local life, and level of opportunity utilization can be shaped by the combined interaction of multiple factors, including age, disability, health status, socio-economic condition, education level, family responsibilities, geographical factors, and similar aspects.

Accordingly, the municipality adopts an inclusive governance approach that considers individuals' differing needs and circumstances in service planning and delivery.

An intersectional approach is an assessment framework that recognizes an individual's multiple identities and characteristics may simultaneously create different opportunities or distinct disadvantages. Rather than applying one-size-fits-all solutions, this approach supports the development of inclusive practices tailored to local needs in planning and executing municipal services.

Bozcaada Municipality aims to jointly evaluate the needs of different social groups during the preparation and implementation of gender equality policies, and to support fair and accessible public service enjoyment for everyone.

In line with this principle, Bozcaada Municipality:

- takes into account the needs of different social groups in planning and implementing municipal services,
- supports improving the accessibility and inclusivity of public services,

- encourages practices that facilitate the participation of different age groups, persons with disabilities, and other vulnerable groups in local life,
- attaches importance to leveraging the perspectives and experiences of diverse social segments in policy development,
- observes both equality and equity principles in service delivery,
- supports the development of practices that strengthen inclusivity in institutional decision-making processes,
- promotes regular evaluation of local needs and the development of solutions suited to changing conditions.

Bozcaada Municipality accepts inclusivity and intersectionality as core governance principles that contribute to more effective implementation of gender equality, enhance the quality of public services, and support a human rights-based local governance approach.

3.7 Merit, Transparency, and Accountability

Bozcaada Municipality considers merit, transparency, and accountability as fundamental elements of democratic local government, institutional trust, and sustainable public management. For gender equality to become an organic part of institutional life, decision-making processes must be grounded in objective, fair, and traceable principles.

The principle of merit dictates that duties, authority, and responsibilities across all institutional processes—especially human resources management—must be conducted based on knowledge, experience, competence, and job requirements. Gender, personal characteristics, or any other factor that might cause discrimination cannot be used as a decisive criterion in accessing or fulfilling public duties.

Transparency and accountability require that municipal decision-making processes are open, clear, and auditable; public resources are used effectively and efficiently; institutional practices are monitored regularly; and actions are taken with a sense of responsibility toward the public.

Bozcaada Municipality believes these principles are not merely requirements of good governance, but core institutional values that reinforce public trust and elevate service quality.

In line with this principle, Bozcaada Municipality:

- bases recruitment, assignment, promotion, and career development processes on merit,
- supports transparency and accountability in institutional decision-making processes,
- ensures that duties and responsibilities are carried out based on clear, understandable, and objective criteria,
- adopts effective, economic, and efficient use of public resources as a fundamental management principle,
- supports regular monitoring and evaluation of institutional policies and practices,
- promotes practices that strengthen an ethical management approach,
- supports developing a management culture that enhances institutional trust among employees and stakeholders.

Bozcaada Municipality regards merit, transparency, and accountability as vital governance tools that ensure the effective implementation of gender equality policies, aiming to uphold these principles across all institutional activities.

3.8 Safe, Respectful, and Inclusive Working Environment

Bozcaada Municipality believes that a safe, healthy, respectful, and inclusive workplace is a prerequisite for employees' professional development, institutional belonging, and overall service quality. The municipality considers it an institutional priority to cultivate a working environment where all staff can work safely based on respect for human dignity, express their opinions freely, and pursue professional growth.

This Policy Document does not, on its own, constitute a new disciplinary offense, penalty, or administrative sanction. Any investigation, inquiry, or disciplinary action involving municipal personnel shall be conducted according to the applicable legislation governing public servants, labor law, and collective bargaining agreements based on the personnel's status. When assessing allegations of discrimination, harassment, psychological harassment (mobbing), and violence, principles of jurisdiction, procedure, right of defense, presumption of innocence, impartiality, confidentiality, and personal data protection shall be strictly observed.

For Bozcaada Municipality, a safe working environment encompasses physical occupational health and safety as well as communication based on mutual respect, ethical conduct guidelines, psychological safety, and an inclusive work culture. Institutional success thrives in workplaces where diverse insights, experiences, and perspectives are valued, collaboration is supported, and employees can achieve their full potential.

The municipality affirms that all forms of discrimination, psychological harassment (mobbing), sexual harassment, violence, intimidation, or conduct that violates human dignity are incompatible with its organizational culture, embracing mutual respect, courtesy, ethical conduct, and professional responsibility as foundational values.

Bozcaada Municipality believes that workplace practices supporting equal opportunity, work-life balance, continuous professional growth, and internal communication contribute significantly to institutional capacity.

In line with this principle, Bozcaada Municipality:

- supports cultivating a safe, healthy, respectful, and inclusive working environment for all employees,
- promotes a culture of mutual respect, ethical conduct, and professional communication,
- supports building institutional awareness aimed at preventing all forms of discrimination, psychological harassment (mobbing), sexual harassment, and violence in working life,
- encourages training activities that strengthen employee professional development, lifelong learning, and institutional capacity,
- supports practices that foster internal communication, cooperation, and teamwork,
- promotes institutional practices that safeguard employee health, safety, and well-being,
- acknowledges that practices supporting work-life balance enhance institutional productivity and employee satisfaction,
- supports evaluating workplace feedback and promoting a culture of continuous improvement.

Bozcaada Municipality views a safe, respectful, and inclusive working environment not only as an approach to protecting employee rights, but as a core governance principle that builds

institutional trust, enhances service quality, fosters innovation, and contributes to sustainable public management.

3.9 Data-Driven Governance, Monitoring, and Continuous Improvement

Bozcaada Municipality believes that effective public management is strengthened through data-driven decision-making, regular monitoring, objective evaluation, and continuous improvement. For gender equality policies to produce lasting and measurable outcomes, setting goals alone is insufficient; progress toward these goals must be regularly monitored and evaluated.

Accordingly, the municipality supports the development of institutional monitoring mechanisms that allow for assessing the effectiveness of its policies and practices. Monitoring and evaluation processes aim to improve service quality, strengthen institutional learning, and foster solutions tailored to changing needs.

Bozcaada Municipality places great emphasis on evaluating decision-making data in accordance with accuracy, reliability, impartiality, and timeliness. Monitoring and evaluation activities in gender equality will be conducted in full compliance with current personal data protection legislation.

The municipality regards data-driven management not simply as generating statistical information, but as a strategic tool supporting policy formulation, service enhancement, efficient resource allocation, and institutional capacity building.

In line with this principle, Bozcaada Municipality:

- supports the development of measurable indicators for monitoring policies and practices,
- encourages the use of reliable and up-to-date data in institutional decision-making processes,
- reviews policy and practice effectiveness through regular monitoring and evaluation efforts,
- adopts a continuous improvement mindset based on findings obtained,
- upholds transparency and accountability principles in performance evaluation processes,
- acts in accordance with personal data protection and information security principles during data collection and analysis,
- supports institutional learning and the sharing of best practice examples,
- aims to regularly monitor and evaluate results from implementing the upcoming Gender Equality Action Plan.

Bozcaada Municipality accepts data-driven governance, monitoring, and continuous improvement as essential elements of being an adaptive, learning, and evolving municipal organization responsive to changing societal needs.

3.10 Sustainability, Climate Justice, and Resilient Local Governance

Bozcaada Municipality recognizes a strong relationship between gender equality, environmental sustainability, climate change adaptation, and resilient local governance. The municipality believes social, economic, and environmental dimensions of sustainable

development cannot be evaluated in isolation, basing all its policies and practices on this holistic approach.

Climate change, natural disasters, water scarcity, biodiversity loss, and other environmental risks affect different segments of society in distinct ways. Therefore, taking diverse social needs into account during climate adaptation and disaster preparedness is a vital component of inclusive, fair, and resilient local governance.

As an island municipality, Bozcaada is a unique settlement characterized by limited natural resources, fragile ecosystems, and seasonal population fluctuations. These characteristics necessitate a long-term, integrated strategy toward environmental management, water resource protection, waste management, energy efficiency, disaster preparedness, and sustainable tourism policies.

Bozcaada Municipality believes that integrating a gender equality perspective into environmental and climate policies will both elevate public service quality and boost the local community's capacity to adapt to changing environmental conditions.

In line with this principle, Bozcaada Municipality:

- regards environmental sustainability and gender equality as mutually reinforcing institutional policy areas,
- adopts an inclusive approach in climate change adaptation and disaster risk reduction efforts,
- supports municipal policies for protecting and sustainably utilizing natural resources,
- ensures that different social needs are considered in water management, waste management, energy efficiency, and circular economy initiatives,
- supports education and awareness activities in environment, climate, and sustainability,
- encourages a unified institutional framework across strategic plans, climate policies, and other thematic policy documents prepared by the municipality,
- supports developing sustainable, resilient, and nature-compliant local governance practices through national and international collaborations.

Bozcaada Municipality considers gender equality and environmental sustainability as two complementary core governance principles. Accordingly, the municipality aims to embrace an inclusive approach across all institutional policies and practices supporting Nature-Positive Island initiatives, climate change adaptation, disaster resilience, natural resource conservation, and sustainable development goals.

3.11 Institutional Cooperation, Learning, and Partnerships

Bozcaada Municipality recognizes that advancing gender equality cannot be restricted to internal municipal efforts alone; it will be significantly strengthened through partnerships with public institutions, universities, professional organizations, civil society organizations, the private sector, international entities, and the local community.

The municipality believes institutional growth is sustained by continuous learning, knowledge sharing, collective wisdom, and exchange of experiences. It adopts monitoring national and international best practices, crafting locally tailored solutions, and continuously building institutional capacity as vital governance approaches.

Gender equality is a multidimensional policy domain enriched by input from diverse disciplines and stakeholders. Therefore, Bozcaada Municipality supports partnerships that blend scientific knowledge, local experience, and participatory governance, regarding a culture of shared learning as a fundamental driver of institutional development.

Bozcaada Municipality acknowledges that national and international grant programs, network structures, inter-municipal collaborations, and knowledge-sharing platforms contribute greatly to institutional capacity, viewing these processes as natural components of sustainable local government.

In line with this principle, Bozcaada Municipality:

- supports collaboration with public institutions, universities, civil society organizations, professional organizations, and other stakeholders,
- encourages monitoring national and international best practices and sharing experiences that contribute to institutional learning,
- promotes educational activities supporting professional development and lifelong learning for municipal personnel,
- strengthens a culture of cooperation and partnership in national and international project development processes,
- encourages research, analysis, and evaluation efforts supporting evidence-based decision-making,
- supports documenting, sharing, and transferring institutional knowledge to future applications,
- attaches importance to joining networks that foster solidarity and best practice exchanges among local governments,
- supports a culture of learning and innovation that ensures continuous institutional growth.

Bozcaada Municipality accepts institutional cooperation, learning, and partnership approaches as core governance principles that strengthen capacity not only in gender equality, but also in sustainable development, environmental management, climate change adaptation, disaster resilience, cultural heritage preservation, and local development efforts.

SECTION 4

Institutional Commitments And Scope Of Application

4.1 General Framework

Bozcaada Municipality considers the core principles adopted under this Policy Document as an integral part of its corporate governance approach. Implementing these principles is not solely the responsibility of a specific directorate or working group, but the shared responsibility of the entire organizational structure of the municipality.

Gender equality will be treated as a cross-cutting governance approach in terms of Bozcaada Municipality's service delivery, corporate management, strategic planning, and stakeholder relations. Accordingly, all directorates of the municipality will contribute to the implementation of the principles and goals set forth in this Policy Document within the framework of their duties and areas of authority.

Institutional commitments are not established to redefine the municipality's existing duties and responsibilities, but to support the planning, implementation, monitoring, and enhancement of activities carried out under current legislation through a gender equality perspective.

The commitments in this section will be translated into concrete activities, responsible units, performance indicators, and monitoring mechanisms through the Gender Equality Action Plan (2027–2030) to be prepared.

4.2 Corporate Governance and Decision-Making Processes

Bozcaada Municipality aims to integrate the gender equality approach into all decision-making processes as an integral part of its corporate management system. The municipality bases its strategic decision-making, policy development, service planning, and resource allocation processes on the principles of equality, inclusiveness, and participation.

The gender equality approach is evaluated not as an activity carried out solely under the responsibility of a specific unit, but as a shared corporate responsibility embraced by all management levels of the municipality. In this regard, taking different needs and expectations into account in decision-making processes contributes to planning services more inclusively and effectively.

In corporate decision-making processes, the principles of transparency, accountability, participation, objectivity, and public interest are observed together. The evaluation of potential impacts on different social groups in policy development, planning, and implementation processes is encouraged.

Bozcaada Municipality aims to address the gender equality approach within an integrated framework encompassing strategic planning, performance programs, annual activity reports, corporate policy documents, investment programs, and other managerial decision-making processes.

In line with this commitment, Bozcaada Municipality;

- adopts as a principle the integration of a gender equality perspective into corporate decision-making processes,
- observes an equality-based approach in strategic plans, performance programs, and other corporate policy documents,
- supports participation, transparency, and accountability in decision-making processes,
- encourages the evaluation of the impacts of new policies, projects, and investments on different social groups,
- supports strengthening coordination and inter-departmental cooperation among directorates,
- adopts a data-driven management approach in decision-making processes,
- supports the regular review and, when necessary, updating of corporate policies and practices,
- encourages the equality approach to become an integral part of the corporate governance culture across all municipal service areas.

Bozcaada Municipality considers observing a gender equality perspective in corporate governance and decision-making processes as a fundamental element of a more inclusive, effective, and sustainable local governance approach.

4.3 Human Resources Management

Bozcaada Municipality commits to conducting human resources management in line with the principles of gender equality, merit, equal opportunity, ethical management, and continuous organizational development.

The municipality considers its human resources as one of the most vital components of its institutional capacity and promotes human resources practices that foster an inclusive, safe working environment that respects diversity and enhances employees' knowledge, experience, and competencies.

Human resources processes are carried out in accordance with current legislation, based on the principles of objectivity, transparency, merit, and equal opportunity. The gender equality approach is one of the core corporate principles observed in the planning, implementation, and evaluation of these processes.

Bozcaada Municipality bases working life on respect for human dignity and considers creating a safe, healthy, and inclusive working environment that supports employees' professional development among its corporate priorities.

In this scope, Bozcaada Municipality;

- observes the principles of merit and equal opportunity within current legislation in recruitment, assignment, promotion, and career development processes,
- supports equal access for employees to training, professional development, and in-service training opportunities,
- promotes a culture of mutual respect, ethical behavior, and professional communication in the workplace,
- supports institutional awareness efforts aimed at preventing discrimination, psychological harassment (mobbing), sexual harassment, and violence,

- encourages the development of practices that safeguard the health, safety, and well-being of employees,
- attaches importance to developing good practices that support work-life balance in professional life,
- supports training activities to enhance the knowledge and awareness of managers and employees regarding gender equality,
- encourages the regular evaluation and continuous improvement of human resources practices.

Practices regarding human resources management will be supported by activities developed under relevant legislative provisions, corporate regulations, and the Gender Equality Action Plan (2027–2030) to be prepared in accordance with this Policy Document.

4.4 Planning and Delivery of Municipal Services

Bozcaada Municipality commits to integrating the gender equality approach into the planning, implementation, monitoring, and evaluation processes of all public services provided by the municipality. The municipality accepts delivering services in an accessible, inclusive, safe, and equitable manner for all segments of society as one of its primary corporate responsibilities.

Municipal services are planned by taking into consideration the expectations and requirements of different age groups, individuals with disabilities, children, youth, elderly individuals, caregivers, and users with other distinct needs. This approach aims to improve the quality of public services and strengthen the local quality of life.

Bozcaada Municipality does not view the gender equality approach as limited solely to social services, but evaluates it as a core governance principle that must be observed in the planning and delivery of all municipal services within its scope of duty.

In this scope, Bozcaada Municipality;

- observes principles of inclusiveness, accessibility, and equality in the planning and delivery of municipal services,
- supports reflecting the needs of different social groups into service design,
- encourages developing an inclusive service delivery approach across culture, arts, sports, social support, environment, sanitation, licensing, municipal police, and other municipal services,
- supports the development of applications that facilitate access to municipal services,
- attaches importance to citizen satisfaction and feedback mechanisms in service delivery,
- encourages utilizing participatory methods in service planning and implementation,
- supports continuous improvement initiatives to enhance public service quality.

Bozcaada Municipality considers the gender equality approach as a core service standard that elevates municipal service quality, strengthens citizen satisfaction, and promotes equitable access to public services.

4.5 Spatial Planning, Public Spaces, and Accessibility

Bozcaada Municipality recognizes that decisions regarding spatial planning and public space design can have varied impacts on different segments of society. Therefore, the gender equality approach serves as one of the key evaluation criteria to be considered in the planning, design, implementation, and management of public spaces.

Ensuring public spaces are safe, accessible, inclusive, and usable supports the equal participation of women, men, children, elderly individuals, persons with disabilities, and individuals with caregiving responsibilities in daily life. Bozcaada Municipality considers the independent, safe, and dignified use of the physical environment by everyone as a key indicator of quality of life.

In line with the gender equality approach, the municipality aims to consider the impact of spatial planning and urban design decisions on diverse user experiences, and to support public spaces in being safe, accessible, and inclusive for all individuals.

In this scope, Bozcaada Municipality;

- observes a gender equality perspective in spatial planning and public space arrangements,
- supports planning public spaces to accommodate the needs of diverse user groups,
- promotes practices aimed at improving pedestrian transport, accessibility, lighting, wayfinding, and safety in shared spaces,
- supports spatial arrangements that facilitate participation in public life for children, elderly individuals, persons with disabilities, and caregivers,
- attaches importance to participation and local needs in decision-making processes regarding public spaces,
- encourages balanced solutions between preserving historical and natural heritage and principles of accessibility and inclusion.

Bozcaada Municipality considers spatial planning and public space management as key implementation areas that foster gender equality, improve quality of life, and strengthen an inclusive local governance vision.

4.6 Environmental Management, Climate Change, Disaster Resilience, and Nature-Positive Transformation

Bozcaada Municipality recognizes that climate change, environmental degradation, and disaster risks do not affect all segments of society equally. Therefore, incorporating a gender equality perspective into policies and actions on environment, climate, and disaster management is considered an essential element of inclusive local governance.

Women and men, as well as individuals across different age and social groups, may experience varying levels of access to natural resources, caregiving responsibilities, disaster impacts, and climate adaptation capacities. Consequently, Bozcaada Municipality emphasizes addressing diverse needs and lived experiences when planning environmental sustainability and climate adaptation strategies.

As an island municipality, taking into account Bozcaada's limited natural resources, fragile ecosystems, and seasonal population fluctuations, it is of paramount importance to

carry out environmental management, water management, waste management, biodiversity conservation, and disaster preparedness through an inclusive, participatory, and long-term approach.

In this scope, Bozcaada Municipality;

- observes a gender equality perspective in environment, climate, and disaster management initiatives,
- supports addressing the needs of different social groups in climate change adaptation and disaster risk reduction efforts,
- promotes equal participation of women and men in environmental decision-making processes,
- adopts inclusive approaches in water management, waste management, energy efficiency, and natural resource conservation practices,
- supports broad participation across all social groups in education and awareness activities in environment and climate fields,
- encourages integrated policy formulation linking environmental sustainability and gender equality,
- attaches importance to developing policies and practices that support Nature-Positive Transformation.

Bozcaada Municipality views environmental management, climate change adaptation, and disaster resilience as key policy fields that support gender equality, enhance social resilience, and contribute to sustainable local development.

4.7 Participation, Local Partnerships, and Public Awareness

Bozcaada Municipality acknowledges that promoting gender equality cannot be achieved solely through municipal action; it is a shared governance process strengthened by contributions from public institutions, civil society organizations, educational institutions, professional bodies, local initiatives, and the island residents.

The municipality regards integrating local knowledge and experience into decision-making, evaluating diverse stakeholder perspectives, and elevating social awareness as fundamental components of inclusive local administration.

Sustained progress in gender equality requires not only institutional regulatory frameworks, but also raising awareness across all levels of society, encouraging peer learning, and building a collective sense of responsibility.

In this scope, Bozcaada Municipality;

- supports collaboration with public institutions, universities, non-governmental organizations, and other stakeholders on gender equality,
- encourages utilizing participatory methods in policy and program development,
- attaches high priority to evaluating feedback and recommendations from diverse social groups,
- supports educational, informational, and awareness-raising activities,
- supports initiatives encouraging active involvement of women, men, youth, children, elderly, and individuals with disabilities in local public life,

- values sharing knowledge and best practices across national and international cooperation networks,
- promotes actions to enhance the visibility of established good practices in gender equality.

Bozcaada Municipality views active participation and local partnerships as essential mechanisms that drive the effective implementation of gender equality policy, build institutional capacity, and fortify community solidarity.

4.8 Institutional Capacity Building

Bozcaada Municipality believes that effective implementation of its gender equality policy relies on robust institutional capacity, continuous learning, internal coordination, and systematic information exchange. Accordingly, the municipality aims to embed gender equality into its organizational culture and enhance its practical applicability across all operational domains.

Institutional capacity development extends beyond expanding staff knowledge and awareness; it encompasses the continuous refinement of policy design, planning, delivery, monitoring, and evaluation through organizational learning.

Bozcaada Municipality recognizes that establishing cooperative workflows among directorates, encouraging information sharing, and supporting a collaborative working culture significantly drive the success of gender equality policies.

In this scope, Bozcaada Municipality;

- supports training initiatives designed to enhance municipal staff knowledge and awareness regarding gender equality,
- encourages integrating equality, inclusion, human rights, and ethical governance into in-service training programs,
- supports working methods that strengthen inter-directorate coordination and information sharing,
- promotes designing corporate policies, guidelines, procedures, and tools in alignment with gender equality principles,
- supports tracking national and international best practices and adapting them institutionally,
- strengthens organizational learning through research, data analytics, and performance evaluation,
- ensures alignment between strategic plans, performance programs, HR policies, and other institutional governance documents,
- treats capacity development as a core component of its continuous organizational improvement strategy.

Bozcaada Municipality regards institutional capacity building as a foundation that guarantees policy sustainability, enhances organizational resilience, and drives superior public service quality.

4.9 Monitoring, Evaluation, Reporting, and Continuous Improvement

Bozcaada Municipality considers monitoring, evaluation, reporting, and continuous improvement mechanisms as indispensable components of corporate governance required to execute its gender equality policy effectively. Successful execution depends not only on implementing set objectives, but also on systematically reviewing outcomes and refining actions based on experience.

Accordingly, the municipality supports continuous tracking of progress toward targets, comprehensive evaluation of implementation outcomes, and strategic action planning for required enhancements.

Monitoring and evaluation mechanisms are designed to strengthen institutional learning, elevate service standard quality, uphold accountability, and guarantee that gender equality principles are operationalized across all municipal functional areas.

In this scope, Bozcaada Municipality;

- supports systematic monitoring of the Gender Equality Action Plan implementation derived from this Policy Document,
- encourages reviewing operational outcomes using measurable indicators and robust evaluation methodologies,
- supports embedding a gender equality perspective into performance programs, annual activity reports, and institutional disclosures,
- encourages utilizing lessons learned and feedback to continuously refine future policies and operational practices,
- supports periodic reviews and necessary updates of this Policy Document and Action Plan in alignment with legal changes and institutional priorities,
- promotes dissemination of good practice models to foster institutional learning,
- upholds principles of transparency, accountability, and participation throughout monitoring and evaluation operations.

Bozcaada Municipality considers monitoring, evaluation, reporting, and continuous improvement as core pillars of a adaptive, learning-oriented, and self-improving local authority. In line with this vision, this Policy Document will function as a dynamic management instrument, regularly reviewed and refined based on operational experience and empirical results.

SECTION 5

Implementation, Monitoring, And Governance Mechanism

5.1 General Framework

Bozcaada Municipality adopts an approach based on institutional coordination, monitoring, evaluation, and continuous improvement to ensure the effective implementation of the principles and commitments contained in this Policy Document.

This Policy Document does not aim to alter the existing duties, powers, and responsibilities of the municipality, nor does it seek to create new institutional obligations. It serves as an institutional governance document that guides the planning and delivery of municipal services—conducted within the framework of current legislation—from a gender equality perspective.

The implementation of the Policy Document will be carried out taking into account the municipality's existing organizational structure, administrative capacity, financial resources, and priorities. Internal coordination and stakeholder collaboration will form the core of the implementation process.

To translate the principles and commitments outlined in this Policy Document into concrete actions, the Bozcaada Municipality Gender Equality Action Plan (2027–2030) may be prepared in alignment with the municipality's mandate, administrative and financial capacity, budget availability, local needs, and institutional priorities. The preparation or implementation of the Action Plan requires appropriate budget allocation in the relevant fiscal year and, where necessary, formal authorization by the competent municipal bodies.

The Action Plan will be developed in alignment with the municipality's strategic plan, performance program, budget, and other institutional policy documents, featuring actionable, realistic, and proportionate measures.

5.2 Institutional Responsibilities

Bozcaada Municipality recognizes that implementing the Gender Equality Policy is a shared responsibility across all levels of its organizational structure. Accordingly, putting the principles and commitments of this Policy Document into practice is carried out under the coordination and cooperation of relevant directorates within the framework of municipal duties, powers, and responsibilities.

The gender equality perspective is not treated as an issue limited to a specific service area; rather, it is embedded as a cross-cutting governance principle integrated into strategic planning, human resources management, service delivery, environmental

management, cultural and artistic activities, social services, procurement processes, project development, and other institutional operations.

The implementation relies on the municipality's existing organizational structure. This Policy Document does not mandate the creation of new administrative units or structural reorganizations.

In this context:

- The Mayor supports institutional ownership of the Policy Document and its integration into the overall administrative approach.
- Deputy Mayors and department heads encourage the integration of the principles and commitments in this Policy Document into activities within their scope of responsibility.
- All directorates endeavor to incorporate a gender equality perspective into their services and operations to the extent of their mandates.
- Municipal personnel strive to act in accordance with human rights, equality, inclusivity, and ethical governance principles adopted in this Policy Document while fulfilling their duties.
- Internal coordination and information sharing are considered key management tools supporting the implementation of the Policy Document.

Bozcaada Municipality believes that embedding gender equality into the institutional culture is only possible through the collective contribution of all employees.

5.3 Gender Equality Action Plan

To support operationalizing the principles and institutional commitments set out in this Policy Document, Bozcaada Municipality may prepare a Gender Equality Action Plan (2027–2030) tailored to its administrative and financial capacity, budget resources, and institutional priorities.

Should the decision be made to formulate an Action Plan, it will be prepared in harmony with the municipality's strategic plan, performance program, budget, and other policy framework documents.

The Action Plan will specify priority implementation areas aligned with policy goals, planned activities, lead and partner units, implementation timelines, performance indicators, as well as monitoring, evaluation, and reporting mechanisms.

Actions within the Action Plan that require budget, appropriations, staffing, organizational changes, tenders, procurement, real estate transactions, partnerships, or protocols will be submitted for separate approval in accordance with procedural and jurisdictional rules under applicable legislation.

The Action Plan may be reviewed and revised as necessary in light of implementation experience, monitoring outcomes, evolving institutional needs, and legislative updates.

5.4 Monitoring and Review

Bozcaada Municipality is committed to the regular monitoring and evaluation of the implementation of the Gender Equality Policy Document and any Action Plan developed under it.

Monitoring and evaluation efforts are conducted to enhance implementation effectiveness, foster institutional learning, and drive continuous improvements aligned with changing needs.

In this context:

- Implementation progress of the Policy Document and Action Plan is reviewed regularly.
- Practical insights gained during implementation, feedback, and selected performance indicators are evaluated.
- Implementation methods, activities, and priorities may be updated as necessary.
- Monitoring and evaluation findings are integrated into the municipality's relevant planning and reporting processes.

Bozcaada Municipality views monitoring and review processes as vital governance mechanisms that support accountability, organizational development, and continuous improvement.

5.5 Policy Updates

Substantive amendments to the Policy Document are subject to approval by the Municipal Council.

Technical corrections regarding drafting, formatting, numbering, or updated legislative references that do not alter the core substance, scope, principles, or commitments of the document may be performed directly by the Mayor. Such technical adjustments shall be submitted to the Municipal Council for information at its next meeting.

5.6 Entry into Force

This Policy Document enters into force upon making the legal and technical corrections indicated in bold text in this document and attaching the final corrected text to the resolution of the Municipal Council.

5.7 Execution

Administrative tasks and procedures regarding the implementation of this Policy Document shall be executed by the Mayor within the framework of duties and powers derived from Municipal Law No. 5393 and other relevant legislation.

Statutory duties and authorities of the Municipal Council and the Municipal Executive Committee remain reserved. This provision shall not be construed as a new or unrestricted delegation of authority to the Mayor regarding budget,

appropriations, personnel, organizational structure, real estate, procurement, tenders, partnerships, or protocols.

Activities defined in the Action Plan shall be implemented in accordance with relevant legislation, decisions of authorized municipal bodies, the municipal budget, administrative and financial capacity, and institutional priorities.

CONCLUSION

Bozcaada Municipality regards gender equality as a fundamental element of a rights-based, inclusive, participatory, and sustainable approach to local governance.

This Policy Document provides an institutional governance framework guiding the planning, implementation, and enhancement of existing municipal duties and responsibilities through a gender equality lens.

Through this Policy Document, Bozcaada Municipality aims to strengthen the principles of equality, inclusivity, public participation, transparency, and accountability across all service areas, while fostering a climate-resilient municipal approach that accommodates the diverse needs of the local community.

Accordingly, the principles and commitments set forth in this Policy Document will be translated into concrete practices through the upcoming Gender Equality Action Plan; implementation results will be systematically monitored and refined through a commitment to continuous improvement.

Bozcaada Municipality will continue to treat gender equality not merely as a domain of social policy, but as an indispensable pillar of institutional governance, public service philosophy, and sustainable local development.