



SAKARYA
UNIVERSITY

" G E N D E R E Q U A L I T Y P L A N "

Sakarya University Gender Equality Plan

2022-2025

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In Turkey, the general principle of equality regulated in the Article No.10 of the Turkish Constitution and the international agreements on fundamental rights and freedoms to which our country is a party, determine the normative area in terms of gender equality. There are a set of important regulations in this respect in Prime Ministry Circular on "Increasing Women's Employment and Ensuring Equal Opportunities" published in the Official Gazette No. 27591, "Women's Empowerment Strategy Document and Action Plan (2018-2023)" issued by the Ministry of Family and Social Policies, and "Eleventh Development Plan (2019-2023)". The Article No.10 of the Turkish Constitution guarantees equality before the law: "Everyone is equal before the law without distinction as to language, race, colour, sex, political opinion, philosophical belief, religion and sect, or any such grounds. (Paragraph added on May 7, 2004; Act No. 5170) Men and women have equal rights. The State has the obligation to ensure that this equality exists in practice. (Sentence added on May 7, 2010; Act No. 5982) Measures taken for this purpose shall not be interpreted as contrary to the principle of equality. (Paragraph added on May 7, 2010; Act No. 5982) Measures to be taken for children, the elderly, disabled people, widows and orphans of martyrs as well as for the invalid and veterans shall not be considered as violation of the principle of equality. No privilege shall be granted to any individual, family, group or class. State organs and administrative authorities are obliged to act in compliance with the principle of equality before the law in all their proceedings. Turkey signed international conventions which contain regulations on the prohibition of discrimination and positive discrimination, which include the United Nations Convention on Civil and Political Rights, the United Nations Convention on Economic Social and Cultural Rights, the United Nations Convention on the Elimination of All Forms of Discrimination against Women, and the European Convention on Human Rights. These agreements fulfill the requirements of the Article No. 90 of the Turkish Constitution. The principles set forth by the protection mechanisms stipulated by the aforementioned international treaties are the prevailing provisions in terms of gender equality. In the Prime Ministry Circular No. 2010/14 on "Increasing Women's Employment and Ensuring Equal Opportunities" published in the Official Gazette No. 27591, it was stated that "In order to strengthen the socio-economic positions of women, to ensure equality between women and men in social life, to achieve sustainable economic growth and social development goals, it is essential to

increase women's employment and to provide equal pay for equal work." In the "Women's Empowerment Strategy Document and Action Plan (2018-2023)" and "the Eleventh Development Plan", articles on equal opportunities for women and men are included.

"Sakarya University Gender Equality Action Plan" has been prepared in line with the mission, vision, ethical principles and strategic goals of our university, taking into account these principles for gender equality in Turkey, as well as the "Gender Equality Action Plan" carried out within the scope of the European Union Horizon 2020 GEARING-Roles project. Sakarya University's basic management approach is based on the principle of developing and implementing a policy that provides justice, respect, fairness and equal rights among academic, administrative and auxiliary staff and students without any gender discrimination. Our university attaches importance to providing gender-based equality of opportunity in scientific research and development processes, administrative studies and academic fields. In this context, it reports the data annually. See [SAU at a Glance](#) and [Facts and Figures SAU](#).

Sakarya University treats its students and staff fairly in all its activities and decisions, without making any discrimination among its stakeholders. While considering equality of opportunity based on gender, it also prioritizes a "justice"-oriented principle by approaching disadvantaged individuals and groups with a sense of institutional and social responsibility. In addition, it attaches importance to ensuring gender-based equality by considering the equality of women and men on the basis of "distributive justice" within the institution. In this way, it complies with the requirements of the normative framework stipulated by our legal system by following the principles of both legal equality and positive discrimination in terms of disadvantaged groups.

At Sakarya University, respectful and sensitive behavior towards all stakeholders and social values is adopted. In all actions pertaining to gender equality, priority is given to social norms and values on the basis of respect for individual rights and freedoms. Gender-based equality between men and women is taken into account in the distribution of duties, promotion, leadership and R&D studies within the institution. At the same time, utmost care is given to expand rights. A free discussion environment is provided for both students and staff within the university. In this sense, on the condition that it does not call for violence and does not contain hate speech, gender equality is taken into account by prioritizing gender equality in freedom of expression. Both academic and administrative assignments and promotions are based on gender equality by considering gender

equality according to knowledge and experience. Besides a "procedural justice" oriented approach is adopted, acting with a sense of institutional and social responsibility towards disadvantaged individuals and groups.

“Gender Equality Action Plan”, which covers the years 2022-2025, will be implemented, monitored and reported annually by the University Senate and Sakarya University Women's Studies Application and Research Center (SAUKAM). The plan will be reviewed and updated based on the evaluation of its results.

Sakarya University states in its “Sustainable Development Plan” that it adopts respectful and sensitive behavior in all actions related to gender equality. It endeavors to meet the requirements of the Gender Action Plan and reports the outcomes annually. See [Sakarya University Sustainable Development Plan \(2021\)](#)

Main Goals within the Scope of Sakarya University Gender Equality Action Plan

1. Ensuring gender equality balance in academic and administrative units. Positive discrimination practices such as quotas in favor of women who are under-represented in management and decision-making mechanisms,
2. Ensuring gender equality balance in decision-making mechanisms such as faculty boards and administrative boards in the academy,
3. Carrying out activities that raise awareness on gender equality by considering “distributive” and “procedural justice” within the institution,
4. Producing contents in order to create an “institutional communication language” perspective that considers gender equality in communication in all units of the university,
5. Establishing a “Gender Equality Action Plan Monitoring and Evaluation Commission” within the university,
6. Examining the available data on the professional development processes and management positions of female personnel in the academic and administrative units of the university and eliminating shortcomings . Establishing information data networks on gender equality and receiving support from relevant units in this scope,
7. Considering the gender equality perspective in the research activities of the project teams, research groups, laboratories and workshops,
8. Carrying out studies (panels, training seminars, etc.) to raise awareness on gender equality addressing academic and administrative staff as well as students, under the leadership of the University and Women's Studies Application and Research Center,
9. Creating "Gender Equality" oriented course contents by considering the basic principles of SAU for Gender Equality by reviewing the content of the education-curriculum,

10. Establishment of a counseling/information unit/commission under the leadership of the Women's Studies Application and Research Center in order to prevent violence, abuse, mobbing and harassment in and around the campus,
11. Collaborating with non-governmental organizations, relevant institutions and women-oriented research centers at universities within the scope of effective fight against gender-based violence, biases and discrimination with the aim of achieving the stated goals,
12. Encouraging students to carry out studies/projects/activities that focus on gender equality within the scope of social responsibility activities and contribute to the solution of the problem,
13. Ensuring the work-life balance of the staff working in the academic, administrative and other units of the university in the context of gender equality.

OBJECTIVE 1: Creating an Institutional Structure Based on Gender Equality				
Objectives	Strategies	Responsible Unit	Period	Indicators
Determination of strategic institutional targets in order to realize a policy sensitive to the social principles of the university	<ul style="list-style-type: none"> Establishment of “Gender Equality Action Plan Monitoring and Evaluation Commission” Inclusion of student representatives in the commission 	Rector’s Office SAUKAM General Secretary	2022-2025	Equality Commission assignment schema and activity
Making institutional arrangements sensitive to work-life balance	<ul style="list-style-type: none"> Providing institutional support mechanisms to ensure equal opportunities for female academics (Providing nursery facilities, arranging business hours.) 	Rector’s Office SAUKAM General Secretary	2022-2025	Activities and services carried out within the scope of work-life balance
Ensuring a gender equality balance in academic and administrative units and	<ul style="list-style-type: none"> Ensuring gender equality by considering "distributive" and "procedural justice" within the institution 	Rector’s Office SAUKAM	2022-2025	Distribution of male and female personnel in representation units and the number of participation

<p>decision-making mechanisms</p>	<ul style="list-style-type: none"> Ensuring gender equality balance in academic and administrative units. Implementation of positive discrimination practices such as quotas in favor of underrepresented women in management and decision-making mechanisms 	<p>General Secretary</p>		
<p>Determination of targets to provide a perspective based on gender equality in all units of the university</p>	<ul style="list-style-type: none"> Encouraging participation in training seminars and training programs for academic, administrative and auxiliary personnel, Producing content in order to create an "institutional communication language" perspective that considers gender equality in communication in all units of the university 	<p>Rector's Office SAUKAM General Secretary</p>	<p>2022-2025</p>	<p>Activity schema for "Gender Equality Perspective" training seminars</p> <p>Activity schema for the acquisition of an "institutional communication language" sensitive to the perspective of gender equality</p>

OBJECTIVE 2: Making - practices that are sensitive to Gender Equality in Employment				
Objectives	Strategies	Responsible Unit	Period	Indicators
Developing policies that adopt the principles of gender equality in the university recruitment processes	<ul style="list-style-type: none"> • While paying regard to gender equality of opportunity, also prioritizing a principle focused on "procedural justice" by approaching disadvantaged individuals and groups with a sense institutional and social responsibility, • Determining the basic principles in the recruitment processes and informing all personnel about these principles, 	Rector's Office SAUKAM General Secretary	2022-2025	Schema of basic principles representing recruitment processes
Being sensitive to gender equality in academic and administrative duty appointments and promotions	<ul style="list-style-type: none"> • Ensuring appointment and promotion processes by considering the equality of women and men according to knowledge and experience, 	Rector's Office SAUKAM General Secretary	2022-2025	Number of recruitment and interviews

	<ul style="list-style-type: none"> Applying positive discrimination by approaching disadvantaged individuals and groups with a sense of institutional and social responsibility, 			
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OBJECTIVE 3: Ensuring the Development of Awareness and Perspective for Gender Equality				
Objectives	Strategies	Responsible Unit	Period	Indicators
Providing gender equality trainings to all units at the university	<ul style="list-style-type: none"> Forming educational program content that will create a gender equality perspective, Organizing seminar programs on the Gender Perspective for the academic, administrative and auxiliary services units of the university, 	Rector's Office SAUKAM	2022-2025	Course content schema Activity schema on how many people joined the seminar programs in relevant units.

Providing gender equality trainings to the students at the university	<ul style="list-style-type: none"> Organizing trainings, panels and programs for Gender Perspective 	SAUKAM	2022-2025	Activity schema of the seminar and training programs
Encouraging University to the R&D activities related to Gender Equality	<ul style="list-style-type: none"> Providing necessary incentives to support studies (projects, articles, research) on Gender Equality and Perspective 		2022-2025	
Supporting social responsibility projects	<ul style="list-style-type: none"> Ensuring that activities that will raise awareness such as programs and workshops are carried out in cooperation with student group representatives and NGO representatives. Raising gender awareness in activities organized jointly with student clubs or held during courses 	Rector's Office SAUKAM General Secretary Sakarya Provincial Directorate of National Education	2022-2025	Number of projects, activities

Strengthening Sakarya University Women's Studies Application and Research Center	<ul style="list-style-type: none"> Assigning research assistants and experts who can work full-time within the Center 	Rector's Office	2022-2025	Number of assigned academic and administrative staff
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OBJECTIVE 4: Developing an Educational Process Sensitive to Gender Equality				
Objectives	Strategies	Responsible Unit	Period	Indicators
Ensuring the interdisciplinary dissemination of undergraduate courses based on gender equality and justice at the university	<ul style="list-style-type: none"> Ensuring that university joint elective courses are opened in study programs Determining the faculty members who can teach "gender-oriented" courses. Ensuring the opening of interdisciplinary "gender-focused" seminars within the scope of SASGEM 	Rector's Office SAUKAM SASGEM	2022-2025	Determination of course content and related materials. Number of courses opened

	training program.			
Acting sensitively to gender equality in R&D, workshop and laboratory activities	<ul style="list-style-type: none"> • Considering the perspective of gender equality in the research activities of the university project teams, research groups, laboratories and workshops • Fulfilling the necessary conditions (such as quota determination) in order to encourage women to take part in research activities carried out in laboratories and workshops. 	Rector's Office SAUKAM	2022-2025	Reporting of male and female participation of academic, administrative and auxiliary personnel in project teams, research groups and laboratories
Ensuring to promote gender balance and participation in research, innovation and education	<ul style="list-style-type: none"> • Bringing together women scientists, university students and girls who are successful in the fields of science, mathematics, medicine and engineering by organizing a panel/activity within the scope of the "International Day of Women and Girls in Science" on February 11th. 	Rector's Office SAUKAM Sakarya Provincial Directorate of National Education	2022-2025	Number of activities

<p>Ensuring the dissemination of postgraduate courses based on gender equality and justice at the university in an interdisciplinary manner.</p>	<ul style="list-style-type: none"> • Providing gender-focused courses in graduate programs. • Increasing interdisciplinary seminars in SASGEM training programs. 	<p>Rector's Office SAUKAM SASGEM</p>	<p>2022-2025</p>	<p>Determination of course content and related materials. Number of courses opened</p>
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<p>OBJECTIVE 5. Creating a Gender-Sensitive Safe Campus Space</p>				
<p>Objectives</p>	<p>Strategies</p>	<p>Responsible Unit</p>	<p>Period</p>	<p>Indicators</p>
<p>Providing services by taking the necessary measures for the protection of individual rights and freedoms at the university</p>	<ul style="list-style-type: none"> • Ensuring the determination of ethical rules and behavioral principles that will prevent gender-based biases and discrimination, • Collaborating with non-governmental organizations, relevant institutions and 	<p>Rector's Office Law Clinics Research and Application Center</p>	<p>2022-2025</p>	<p>Instruction on ethical principles and rules Instruction for the establishment of the Counseling Unit</p>

	<p>women-oriented research centers in universities within the scope of effective fight against gender-based violence, biases and discrimination.</p> <ul style="list-style-type: none">• Establishment of a counseling unit for the prevention and follow-up of violence, abuse, mobbing and harassment in and around the campus,• Carrying out the necessary works to transform the campus area into a safe living space (increasing the lighting, providing easy access to the security units, accessible application places),	General Secretary		
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