

MARMARA UNIVERSITY
GENDER EQUALITY PLAN (GEP)
(2022-2026)

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For Horizon Europe's calls for proposals with deadlines in 2022 and beyond, public institutions, research organizations, and higher education institutions from EU Member States and associated countries must have a Gender Equality Plan or an equivalent strategy to be eligible for funding.

Minimum process requirements (building blocks) for a Gender Equality Plan (GEP):

- Published on the organization's publicly available website;

- Signed by top management;
- Actively communicated within the institution;
- Regular progress reports published.

1. INTRODUCTION

Marmara University has prepared a "Gender Equality Plan" based on gender equality. The main objective of the plan is to establish that Marmara University, aiming for a safe campus, is a university that respects equality and diversity, is free from discrimination, and ensures equal academic progress and promotion for everyone. Marmara University believes that equality and diversity are values that facilitate the development of science. Equality policies in scientific studies and higher education support the development of practices that help create a better working environment and promote academic skills. Additionally, this situation strengthens improved and inclusive dialogue.

Promoting equality as a starting point for the Gender Equality Plan is important for the best improvement of implementation and activities. Many studies show that members of universities can encounter institutional barriers and may not benefit from opportunities for academic advancement. These barriers typically manifest as gender discrimination, sexual harassment, and difficulties in balancing professional work and family life. Such barriers represent a significant loss for the development of science at universities and in our country. Universities focusing on science and education implement integrated activities to support research environments.

1.1- PURPOSE

This plan, developed by the Gender Equality Commission established under the Marmara University Economic and Social Research Center for Women's Studies, aims to address and provide solutions to the gender equality issues faced by faculty, administrative staff, and students at our university. The biggest goal of the plan is for Marmara University to have a "Women-Friendly Campus" vision. This plan has been developed according to the "Cultural Code" of the university. In this direction:

1. Security measures have been taken to ensure accessibility at various points on campus so that female faculty, administrative staff, and students feel safe.
2. Goals will be set by relevant faculties to use the same language to ensure gender equality on campus.
3. Efforts will be made to make publications on gender equality more visible and accessible.
4. Research commissions and educational modules will be developed accordingly.

1.2- NATIONAL CONTEXT

In Turkey, there are 207 higher education institutions, including 129 state, 74 foundation, and 4 foundation vocational schools, with 8,219,518 students, 90,338 faculty members, and 180,065 academic staff. The number of male students in higher education is 4,178,286 (51%), and the number of female students

is 4,041,232 (49%). The female student ratio increased from 42% in 2002 to 49% in 2021. Women's Research Centers have been established in universities under different names by YÖK regulations. Additionally, various and relevant institutional cooperation commissions have been established to encourage female academicians to participate more in research and innovation.

The number of academicians increased from 74,134 in 2003 to 180,065 in 2020, with 98,404 male and 81,661 female academicians. While the proportion of female academicians is over 45%, 10,011 of them are female professors, 7,190 are associate professors, 18,736 are assistant professors, and 45,724 are instructors. In Turkey, there are 394 female academicians in 255 state universities and 203 female academicians in 139 foundation universities holding dean and rector positions.

The legal framework, when examined, shows that Article 10 of the Constitution of the Republic of Turkey guarantees equality before the law:

"Everyone is equal before the law without distinction as to language, race, color, gender, political opinion, philosophical belief, religion, and sect" (Additional clause dated May 7, 2004, and numbered 5170). Men and women have equal rights. The state must ensure that this equality exists in practice (Sentence added on September 12, 2010; Law No. 5982). Measures taken for this purpose cannot be interpreted as contrary to the principle of equality (Additional clause added on September 12, 2010, and numbered 5982).

In 1985, Turkey signed and ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). In 2007, the General Directorate of Women's Status and Problems prepared the 1st National Action Plan for Gender Equality for 2008-2013. The directorate also prepared the 2nd National Action Plan (2012-2015) and the 3rd National Action Plan (2016-2020) on "Violence Against Women". In 2020, the Ministry of Family and Social Policies prepared the 4th National Action Plan on violence with the motto "Zero Tolerance to Violence". In 2015, the Council of Higher Education (YÖK) published the Opinion Document on Gender Equality in Higher Education. In 2019, the Scientific and Technological Research Council of Turkey (TÜBİTAK) published the Policy Guide on Increasing the Participation of Women Researchers in TÜBİTAK Processes.

1.3- UNIVERSITY VISION

Marmara University aims to increase the number of female researchers, female administrators, and female students in postgraduate and doctoral education and believes in Gender Equality in academic advancement. One of the most significant challenges in this regard is the lack of gender balance in high-level scientific positions among administrative staff and professional students. Female students tend to be equally represented with male students in most study programs. Equality is not only a matter of gender balance but also about enjoying equal opportunities and the fair distribution of resources. Achieving gender equality requires long-term planning. This plan serves as a guide to address issues that cause inequalities between male and female faculty members in the institutional structure of Marmara University's Gender Equality work in the coming years. Additionally, the vision of the Economic and Social Research Center for Women's Studies (ESKAR) within our university supports this plan. The center's vision is to be a leading center in the national and international arena by conducting activities to create a mentality of Gender Equality in our country, supporting the development of women's leadership, entrepreneurship, and managerial skills, informing women about their rights and supporting them in accessing these rights, and raising awareness about women's health.

1.4- Marmara University's Goals within the Scope of the Gender Equality Plan:

- Raising awareness of the importance of Gender Equality in various fields and strengthening positive attitudes towards diversity.
- Increasing the ratio of female researchers and students in programs where the number of women is low.
- Supporting the academic career development of female employees.
- Ensuring Gender Equality in recruitment and academic work.
- Increasing the number of women in all management positions.
- Institutionalizing measures to evaluate management and decision-making mechanisms based on Gender Equality and inclusiveness.
- Improving existing mechanisms to prevent sexual harassment, gender-based violence, and discrimination.
- Implementing a Gender Equality perspective in all work and research areas.
- Increasing the visibility and recognition of female academicians' achievements and contributions.
- Establishing networks and partnerships to support gender equality.

1.5- Priority Areas in Equal Opportunities Planning for Men and Women (2021-2022)

Marmara University Rectorate held a commission meeting under the leadership of the Directorate of Women's Studies Application and Research Center in Economic and Social Fields in order to strengthen its commitment to the policies of Equality between Women and Men. The commission includes 18 faculties, Marmara University Continuing Education Center and Marmara University Disabled Student Unit Coordination Office, which started the 2021-2022 academic year at the university. This plan will prioritize the activities carried out by faculties to ensure Equality of Opportunity between Men and Women. The commission was convened, in line with the requests of the Rectorate of Marmara University, by determining the teaching duties suitable for the commission with a cover letter sent by the Marmara University Women's Studies Application and Research Center in Economic and Social Fields to 18 faculties and other necessary units. The deans' offices of each faculty were contacted, and faculty members who had previously worked in this field, deemed appropriate by the deans' offices, were appointed to the commission. According to the decision reached by faculty members from 18 faculties under the leadership of the Directorate of Women's Studies Application and Research Center in Economic and Social Fields, at the meeting held after the commission members were determined;

1) In the first stage, information on the number of female and male academic and administrative staff and the number of male and female students coming from the faculties was requested in order to monitor the equality in these numbers.

2) Trainings, research and workshops etc. previously developed by 18 faculties and relevant units within the scope of Equal Opportunities for Women and Men. activities and faculty-based objectives were requested as the Women-Men Equal Opportunities Action Plan Monitoring Table.

The aims, targets, strategies and responsible units achieved in line with the information collected from 18 faculties and relevant units are presented below.

Action	Strategy	Responsible Unit	Period	Monitoring/Performance Indicator/Criteria
Increasing the visibility of national refereed journals published within Marmara University under the scope of Gender Equality.	<ul style="list-style-type: none"> - Making the Journal of Women and Gender Studies published by ESKAR more visible and accessible. - Creating official social media accounts for the journals and sharing the published and upcoming issues from these official accounts. 	ESKAR	2022-2026 Academic Process	<ul style="list-style-type: none"> - Monitoring the reading numbers from the platform where the journal is published. - Checking which audiences and how many people are reached by the posts made from the official social media account.
Using a common language on Gender Equality within Marmara University.	<ul style="list-style-type: none"> - Ensuring that all academic, administrative staff, and students in all faculties and units within the university use a common language. - Organizing trainings on the language of Gender Equality for all faculties and units, and training institutional communication activities within the university to be conducted accordingly. 	Faculty of Communication	2022-2026 Academic Process	<ul style="list-style-type: none"> - Feedback forms to be requested from faculties and units at the end of the trainings and at the end of the term.

<p>Organizing seminars, summits, panels, workshops, and conferences on "Gender Equality" to spread awareness and consciousness.</p>	<p>- Organizing informative and awareness-raising seminars, conferences, summits, and panels by the Economic and Social Studies Center on Women for the administrative, academic staff, and students of the university, and reaching all students, academic and administrative staff within the university via E-Mail and SMS to increase participation.</p>	<p>ESKAR Rectorate</p>	<p>2021-2022 Academic Year</p>	<p>- Collecting and recording the information of academic and administrative staff, students, and external participants attending the organized conferences, seminars, panels, and workshops. Ensuring that the studies on Gender Equality held at our university are also shared with the public through media coverage.</p>
<p>increasing the number of scientific research and projects on "Gender Equality" within the university by organizing research committees and webinars on national and international funding programs for Gender Equality research.</p>	<p>- Following the number of projects related to "Gender Equality" entered into the university's project pool. Reporting scientific research to the Women's Studies Center.</p>	<p>ESKAR All Academic Units</p>	<p>2022-2026 Academic Process</p>	<p>- Monitoring the number of projects related to "Gender Equality" entered into the project pool of our university. Reporting the scientific research to the Women's Studies Center.</p>

Adoption and cooperation of the Gender Equality Action Plan by all relevant units and faculty deanships of our university.	<ul style="list-style-type: none"> - Sending a written document to all units via the EBYS system of our university. - Organizing a workshop for the introduction of the action plan within the univeity. 	Rectorate of Marmara University ESKAR	2021-2022 Academic Year	- Number of units to which the document is sent and the number of participants in the organized workshop.
Organizing information meetings for upper and middle-level managers of academic units on implementing Gender Equality correctly and properly in academia.	<ul style="list-style-type: none"> - Organizing an information meeting with upper and middle-level managers of academic units. 	All Academic Units ESKAR	2021-2022 Academic Year	- Total number of organized meetings and the number of participating managers.
Preparing public service announcements on Gender Equality for university billboards and brochures.	<ul style="list-style-type: none"> - Marmara University Women's Studies Center will prepare billboards and brochures to increase awareness within the university. - Public service announcements on Gender Equality will be featured on university billboards. 	ESKAR Rectorate	2022-2026 Academic Process	- Number of prepared brochures and published billboards.

Objective 1: Actions to Raise Awareness on Gender Equality

Action	Strategy	Responsible Unit	Period	Monitoring/Performance Indicator/Criteria
Organizing information meetings to raise awareness against harassment and sexual assault, especially for preparatory and first-year students.	- Organizing information meetings on what to do when faced with harassment and sexual assault, and how to avoid such situations.	ESKAR All Faculty Deaneries	2022-2026 Academic Process	- List of students participating in the meetings. - Ensuring information meetings in each faculty.
Establishing an application for female administrative and academic staff and female students to directly communicate with university security in case of emergencies within the university, thus increasing campus security.	- Cooperation between the Rectorate, Administrative and Financial Affairs Department, and Information Processing Department for the establishment of the application.	Rectorate Administrative and Financial Affairs Department Information Processing Department	2022-2026 Academic Process	- Recording the emergencies reached through the application.
Making necessary interventions to ensure the university and campus are safe environments for women against sexual harassment, assault, and violence.	- Lighting campus areas (prioritizing specific areas). - Providing safe transportation for women students in the second education by arranging university shuttles and collaborating with relevant authorities.	Rectorate ESKAR Construction Affairs Department Municipalities	2021-2022 Academic Year	- Number of illuminated areas. - Number of collaborations established. - Number of shuttles arranged.

Increasing the employment of female security personnel.	- Increasing the number of female security personnel within the university. - Female security personnel will be on duty at different points on the campus.	Rectorate Personnel Department	2021-2022 Academic Year	- Number of employed female security personnel.
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Objective 2: Actions to Ensure Safe Living on Campuses

Objective 3: Providing Gender Equality Training to Academic and Administrative Staff of Marmara University

Action	Strategy	Responsible Unit	Period	Monitoring/Performance Indicator/Criteria
Informing and providing training on Gender Equality for Marmara University security personnel.	- Cooperation with Marmara University Continuing Education Center (MÜSEM) and Protection and Security Department to provide training on Gender Equality by academics who have worked on the subject.	MÜSEM Protection and Security Department Rectorate All Academic Units	2021-2022 Academic Year 2022-2023 Academic Year 2023-2024 Academic Year 2024-2025 Academic Year 2025-2026 Academic Year	- Issuing certificates to security personnel who receive training.
Providing training to administrative units to increase the impact and adoption of Gender Equality within the university.	- Training administrative units. - Integrating Gender Equality practices into administrative applications.	Rectorate ESKAR All Administrative Units	2021-2022 Academic Year 2022-2023 Academic Year 2023-2024 Academic Year 2024-2025 Academic Year 2025-2026 Academic Year	- Number of organized meetings. - Number of administrative applications based on Gender Equality.
Providing Gender Equality training to academic staff and adopting it in their studies and courses.	- Training academic staff. - Adopting Gender Equality in academic applications.	All Faculties All Academic Units ESKAR	2021-2022 Academic Year 2022-2023 Academic Year 2023-2024 Academic Year 2024-2025 Academic Year 2025-2026 Academic Year	- Number of academic outputs adopting Gender Equality. - Number of organized meetings.

Objective 4: Providing Training to Increase Employment of Women and Female Students in Technology

Action	Strategy	Responsible Unit	Period	Monitoring/Performance Indicator/Criteria
increasing the employment of female students of Marmara University in the technology field.	- Forming a separate "Women Employment in Technology" platform by faculty members of the Technical Education Faculty and Engineering Faculties to provide technical and practical training to increase the employment of female students in this field.	ESKAR Technical Education Faculty Engineering Faculties	2022-2026 Academic Periods	- Monitoring the participation of female students in the training and issuing certificates to participating students.

Action	Strategy	Responsible Unit	Period	Monitoring/Performance Indicator/Criteria
Supporting doubly disadvantaged staff due to disability and gender biases in balancing work, communication, and adapting to the new normal after anxiety caused by the pandemic, and providing life coaching to disabled female staff within the institution.	<ul style="list-style-type: none">- Providing coaching services within the scope of social responsibility with MB Academy.- Assigning a coach to six female staff who wish to participate in the study.- Providing one-on-one meetings.	Rectorate Disabled Student Unit Coordination	2021-2022 Academic Year	<ul style="list-style-type: none">- Reports/articles based on feedback.- Publishing the study report on eob.marmara.edu.tr with attention to GDPR, informing the media about the study.

Supporting doubly disadvantaged female students due to disability and gender biases to improve their readiness for work, resilience, and empowerment by sharing their CVs with 3500 employers after organized training sessions.	<ul style="list-style-type: none"> - Organizing interactive training and workshops with 8 female students who agree to participate in the study in collaboration with EngelsizKariyer.com. Training and workshops include: <ul style="list-style-type: none"> • Personal Development and Interview Techniques • Preparation of Resume and Effective Use of Social Networks • Preparation for Professional Life. - Sharing the participants' CVs with 3500 employers in the Engelsizkariyer.com CV Bank. 	Rectorate Disabled Student Unit Coordination	2022-2026 Between Education Periods	<ul style="list-style-type: none"> - Reports/articles based on feedback. - Publishing the study report on eob.marmara.edu.tr with attention to GDPR, informing the media about the study.
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Objective 5: Actions to Improve Campus Life for Disadvantaged Women Groups

Objective 6: Including Gender Equality in Course Contents and Evaluating the Academic Staff's Perspectives on Gender Equality

Action	Strategy	Responsible Unit	Period	Monitoring/Performance Indicator/Criteria
Increasing the number of courses related to Gender Equality within the university.	<ul style="list-style-type: none"> - It is aimed to prepare and carry out a training program on Equal Opportunities for Men and Women within our university. It is aimed to add an incentive clause regarding having the "Equal Opportunities for Women and Men training certificate" by taking into account all kinds of regulations and 	Rectorate	2022-2026 Academic Year	-Significantly increased participation in the Equal Opportunities Training Program for Men and Women

	regulations in the appointment and promotion of academic and administrative personnel.			
One of the senate meetings to be held to show that our university takes "Equal Opportunities for Women and Men" into consideration and to encourage education is "Equal Opportunity for Women and Men".	Sharing the results of the senate meeting to be held with our university staff.	Rectorate ESCAR All Academic and Administrative Units	2021-2022 Academic Year	Rectorate ESCAR All Academic and Administrative Units

Action	Strategy	Responsible Unit	Period	Monitoring/Performance Indicator/Criteria
Strengthening Marmara University Women's Studies Application and Research Center in Economic and Social Fields (ESKAR)	Employing full-time employees in order to strengthen ESKAR in administrative terms. To ensure that the center stands out within the university. To ensure that the center is physically located in visible parts of the university.	Rectorate ESKAR	Between 2022-2026 Academic Years	Employing full-time staff at the center The center is physically located in a prominent location within the university

Objective 7: Carrying out studies to strengthen the working style and functionality of Marmara University Center for Women's Studies in Economic and Social Fields, which will work collaboratively to achieve all these objectives.

Gender Equality-GEP Plan Manager

Prof. Dr. Fatma AYANOĞLU

ESKAR Manager

