



# ERCIYES UNIVERSITY 2023-2028 GENDER EQUALITY PLAN

# PART A. LEADERSHIP AND DECISION MAKING

## Current Situation

- Women are 40% of the university administration. Gender distribution among the academic staff shows that higher ranks are dominated by men faculty members. The gap between genders is significant for the Prof. Dr. rank (147 women and 375 men faculty members). Similarly, men dominate the Assoc. Prof. Dr. rank (93 women and 157 men faculty members). For the Assist. Prof. Dr. rank, they are closer in numbers (183 women and 227 men faculty members). When instructors, lecturers and research assistants are compared together, a higher percentage of women faculty members are in these positions (569 women and 462 men faculty members). The ratio of women to men faculty members varies according to the faculty. While the number of women faculty members are higher in the Education and Architecture Faculties, the number of men faculty members is higher in the Engineering Faculty. These ratios are balanced in the Economic and Administrative Sciences and Arts and Sciences Faculties. The total number of women in the faculty dean's offices has increased over the years. The number of women department chairs has increased over the years.
- The number of women and men faculty administrative directors is balanced (13 women and 15 men).

# PART A. LEADERSHIP AND DECISION MAKING

## Current Situation

- The number of women and men administrative staff is in favour of women (1648 women and 1285 men).
- The number of women and men chairs of student clubs and societies is balanced. Even though the number of women and men chairs of student clubs and societies is balanced, traditional gender roles are reflected such that areas associated with men (sports clubs) are also chaired by men, whereas areas associated with women (cultural clubs) are also chaired by women.
- In the decision-making (senate) organs, the majority of the members are men.
- Nearly one-third of institute directors are women (3 women and 7 men).
- The total number of women and men administrative office directors is in favour of men, with eight men and two women administrative office directors.

# PART A. LEADERSHIP AND DECISION MAKING

## Planned Actions

- Gender Equality Commission established from existing GEP WG with appointed Gender Equality Ambassadors from each faculty.
- A workshop to prepare a more comprehensive Gender Equality Plan with the support of stakeholders (governing bodies, non-governmental organizations, academic, and administrative staff and students, etc.).
- A sustainable and dynamic data collection and reporting structure for gender equality monitoring.
- A yearly plan on gender data collection (surveys, focus groups, interviews, etc.) and coordinate all the relevant units for necessary actions.
- Allocating necessary resources (human resources, training, organizational capacity, institutional priority, authority and budget) to Gender Equality Commission to implement Gender Equality Plan effectively.
- Supporting underrepresented gender to take part in the decision-making roles as in Senate, Boards, and Commissions by introducing gender quotas.

# PART B. RECRUITMENT, CAREER PROGRESSION AND RETENTION

## Current Situation

- The number of women and men students is relatively balanced (49.15% women and 50,85% men).
- Even though the women to men ratio of assistant professors is closer to each other in number, it is observed that it takes a longer time for women to be promoted from the rank of assistant professor to associate professor compared to men because of traditional gender roles, maternity leaves, etc.
- The number of women studying and working in Science, Technology, Engineering and Mathematics (STEM) areas is lower than that of men; the number of men studying and working in Educational Science and Foreign Language areas is significantly lower than that of women, both of which are in line with traditional gender roles.
- The number of women working at temporary positions is higher than that of men.

# PART B. RECRUITMENT, CAREER PROGRESSION AND RETENTION

## Planned Actions

- Providing mentoring and encouraging young female researchers to pursue academic pathways.
- The implementation of the Human Resources Strategy for Researchers (HRS4R).
- Trainings for administrative personnel responsible for recruitment and career progression.
- Seminars for faculty/department/ institute/research center recruitment boards (from graduate student to faculty recruitment) to raise awareness about gender equality in recruitment, career progression and retention.

# Part C. WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE

## Current Situation

- On-campus sport centers exist.
- On-campus markets, banks and post office exist.
- On-campus health center exists.
- On-campus staff clubhouse exists.
- There is no institutional mechanism or specific support structure for the reintegration of staff after career breaks such as maternity leaves.

# Part C. WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE

## Current Situation

- On-campus three childcare centers exist. However, female students have no chance to utilize the centers. Moreover, there is no hourly childcare service.
- On-campus housing opportunity exists (public housing, practice hotel, guest house).
- On-campus, free-of-charge transportation services exist.
- Subsidized lunch services exist ( three staff dining halls / two student dining halls (nearly 10.000 students utilize from dining halls daily).



# Part C. WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE

## Planned Actions

- Organizing trainings for academic and administrative personnel, students etc. on work-life balance.
- Planning to give chance to female students to utilize the childcare centers.
- Organizing trainings for child-care and health-care staff on gender equality and work-life balance.
- Establishing a course reduction mechanism for academic staff or reduced workload for administrative staff in the first year after maternity leave.
- Implementing evaluation measures for work-life balance.
- Encouraging student clubs and societies to prepare and implement activities which put forward gender equality.

# Part D. INTEGRATION OF THE GENDER DIMENSION INTO RESEARCH AND CONTENT

## Current Situation

- Equal distribution of graduate students in R&D projects funded by Scientific Research Projects Coordination Unit of Erciyes University.
- The institutional research activity data reveals a larger share of men in research project applications, especially with large funding ones.
- Gender distribution in the scholarships for food provided to students is balanced.
- When the entire research & innovation cycle at Erciyes University is considered, women are significantly underrepresented in technology transfer and commercialization stages.

# Part D. INTEGRATION OF THE GENDER DIMENSION INTO RESEARCH AND CONTENT

## Current Situation

- Although there is no direct research fund specific for female staff and students, they are included in research through outsourced projects.
- Women's Studies Research and Implementation Center which works with the goals of integrating the gender dimension into research content and raising awareness, creating special focus groups, increasing the quality and quantity of researchers integrating gender equality, and establishing partnerships for academic production involving gender equality.
- Women's Studies graduate programme exists since 2008. However, the human capacity of the programme is not enough to mainstream gender into research and teaching content.

# Part D. Integration of the Gender Dimension into Research and Content

## Planned Actions

- Integration of the Gender Dimension Action plans will be prepared to exchange information by providing strong communications and to encourage the integration of the gender dimension in the research conducted by Erciyes University with the help of internationally leading colleagues and to put in place best practices for this purpose.
- Adjustments will be made in the action plan in order to create a gender perspective in analysis and research on the gender dimension of research in scientific fields, to open the research or the prepared product to new areas and to overcome different social difficulties.
- The gender dimension of research in scientific fields will be adjusted in the action plan in order to create a gender perspective in education and research, to open research or education to new areas and to overcome different social difficulties. A gender perspective will be added to the action plan to fill this gap, as research that ignores gender interactions will often be incomplete and/or biased, leading to inadequate formulation of policies, programmes, theories and outcomes.
- Planning to establish Women's Studies PhD programme.

# Part D. Integration of the Gender Dimension into Research and Content

## Planned Actions

- It is planned to ensure the integration of gender and gender perspective in all research areas by ensuring the integration of gender in the research content both in institutional life and in academia.
- With a special emphasis on areas where gender and gender dimensions are lacking, educational activities will be planned to reach both male and female researchers from various disciplines, to present the added value that the gender dimension will bring to different scientific fields (social sciences, humanities, engineering, natural sciences). It is also planned to hold awareness meetings.
- It is planned to monitor the number of gender-focused studies and the gender distribution of academic staff benefiting from research budgets.
- It is planned to conduct qualitative and quantitative analysis of the program choices of the students, disaggregated by gender, to conduct research discussing the gender dimension, and to review the trainings.

# Part E. MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

## Current Situation

- Universities where gender-based violence is most likely to occur as places where large numbers of people (students, staff and academicians) – and predominantly young people – work, study and live together; however, it is very difficult to make gender-based violence visible due to the established hierarchical structure of academic life.
- Gender-based violence is a common type of violence that especially young women are exposed to from an early age and is mostly experienced in the form of sexual violence. Considering that approximately 50% of the students in our university are women, the importance of this issue is clear.

# Part E. MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

## Current Situation

- Today, it is not possible to draw the physical and spatial boundaries of gender-based violence. For this reason, it is not possible in the digital age to limit the gender-based violence experienced at universities on campus. Online education, which became widespread with the pandemic, also carried gender-based violence to the digital environment. Therefore, physical and digital areas should be evaluated together in preventing gender-based violence.
- In addition to the fact that the gender gap distribution of the current academic staff slightly points to the dominance of a certain gender type, the presence of a balanced structure between the administrative and other staff prevents at least the dominance of a certain gender group.
- Within the framework of this information, Erciyes University adopts an approach based on activating the policies to be developed and mechanisms to be established on gender-based violence and spreading awareness about preventing gender-based violence in academic life.

# Part E. MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

## Current Situation

- Gender-based violence is the most difficult form of violence to make visible and to combat in this sense due to the strong socio-cultural structure behind the roles envisaged by this order. Combating gender-based violence including sexual harassment means, above all, hearing and seeing this violence.
- Erciyes University adopts a social life with equal status and protection from all kinds of violence as a vision.
- With the slogan "Women-friendly university", Women's Studies Research and Implementation Center and Psychological Counseling and Guidance Implementation and Research Center carry out studies against gender-based violence. Although there are differences in their activities, structures and methods, the units basically inform university members who have been subjected to gender-based violence about their rights and the processes that can be carried out, and also direct them to psychological, legal and administrative support in line with their needs. At the same time, it is also among the activities of the units to carry out awareness and training activities to prevent gender-based violence that can be experienced on campus.



# Part E. MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

## Planned Actions

- The preparation of the Women-Friendly University Action Plan is one of the most important concrete steps planned for the future.
- Sexual harassment subject integrated in all orientation programmes.
- Interactive seminars for the staff and students by Women's Studies Research and Implementation Center.
- Working groups on anger management, self-awareness, ways of coping with stress etc. By Psychological Counseling and Guidance Implementation and Research Center.

# Part E. MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

## Planned Actions

- To share the knowledge and experience accumulated at our university with local and national non-governmental components and other institutions and organizations (Kayseri Governorship, Kayseri Provincial Directorate of Family, Labor and Social Services, Kayseri İşkur Provincial Directorate, Other Universities (Local or regional universities), Non-Governmental Organizations (Women's Cooperation Development Association (KİGDER), Turkish Women's Union Kayseri Branch, Kayseri Environmental Friends Association) that try to develop policies against gender-based violence and establish the necessary mechanisms to combat this violence including sexual harassment. It is planned to develop policies to prevent gender dominance.