

ISTANBUL KÜLTÜR UNIVERSITY
GENDER EQUALITY ACTION PLAN 2023-2027

<u>MEETING DATE</u>	<u>MEETING NUMBER</u>	<u>NUMBER OF DECISIONS</u>
08.02.2024	2023-2024/10	3

1. JUSTIFICATION

The Sustainable Development Goals (SDGs), adopted by the United Nations (UN) in 2015, consist of 17 articles. The SDGs, which came into force in 2016, aim to end poverty in the world, protect the environment, take precautions against the climate crisis, fair sharing of prosperity and peace.

The fifth of the SDGs is "Gender Equality" (SDG 5). The aim of SDG 5 is to "Achieve gender equality and empower all women and girls".

In this context, the goals of SDG 5: Gender Equality are determined as follows (United Nations Türkiye):

- 5.1. End all forms of discrimination against women and girls everywhere
- 5.2. Eliminate all forms of violence against all women and girls, including trafficking, sexual and other forms of exploitation, in public and private spaces
- 5.3. Elimination of all harmful practices such as child marriage, early forced marriage and female genital mutilation
- 5.4. Unpaid care and domestic work are recognized and valued through the provision of public services, infrastructure and social protection policies and the development of nationally appropriate sharing of responsibility within households and families.
- 5.5. Ensuring women's full and effective participation in the decision-making processes of political, economic and social life and that women are provided with equal opportunities to become leaders at all levels in decision-making mechanisms.
- 5.6. Ensuring universal access to sexual and reproductive health rights in line with the conference outcomes resulting from the Action Program of the International Conference on Population and Development, the Beijing Platform for Action and their review conferences
- 5 a. Reforms to ensure that women have equal rights in accordance with national laws to access economic resources, to own and control land and other types of property, to access financial services, inheritance and natural resources
- 5.b. Improving the use of enabling technology, particularly information and communication technologies, to advance women's empowerment
- 5.c. Adopt and strengthen sound policies and legally enforceable legislation to advance gender equality and empower women and girls at all levels

Gender is a concept that refers to the social roles and responsibilities of men and women that have been determined by society over many years. While this phenomenon varies across different societies and over time, current national and international policies can increase inequalities between individuals, and these inequalities often leave women in a more disadvantaged position. Gender inequality causes women to be less healthy, less educated, less likely to participate in the workforce, and to work in low-income jobs. It is of great importance to empower women, who constitute half of the world's population, and to improve their position, and to integrate the gender equality perspective into policies, strategies and practices.

The United Nations General Assembly adopted the Universal Declaration of Human Rights on 10 December 1948. In this declaration, everyone has the right to human rights and freedoms, without discrimination such as religion, language, race, colour, gender, political opinion, national origin. It is assumed that he has all of them. In 1979, again by the United Nations, All Kinds of Laws Against Women were banned.

The Convention on the Elimination of Discrimination (CEDAW) was adopted. With this convention, it was stated that women's problems were not fully reflected in human rights documents and international law, and gradually the concept of "women's human rights" began to take more place in international law texts.

Gender inequality refers to all kinds of discrimination that prevents or eliminates the recognition, exercise and enjoyment of women's political, economic, social, cultural and civil rights. While it creates negative effects on women's education, participation in business life and income, it can also negatively affect women's health through social pressures (CEDAW, 2005).

Türkiye is implementing the SDGs as one of the member countries of the UN. It is also one of the parties to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which was adopted by the United Nations General Assembly with its resolution dated 19 December 1979 and numbered 34/180.

As stated in Article 10 of our Constitution, "Everyone is equal before the law, without discrimination based on language, race, colour, gender, political thought, philosophical belief, religion, sect and similar reasons." Article 10 of the Constitution directly states that it is the positive obligation of the state to implement gender equality and ensures that the measures taken for this purpose should not be interpreted as contrary to the principle of equality (Additional paragraph: 7/5/2004-5170/1 art.).

In addition to their responsibilities in providing individuals with a contemporary perspective on the concept of gender equality, universities are institutions that should be the pioneers of being the determinant of fairness and equality in the working environment. Developing an equitable and inclusive approach in all activities and processes is one of the main goals of universities, as in all institutions. For this reason, the UN has assigned a key role to universities in the realization of the SDGs. TÜBİTAK published the Policy Principles for Increasing the Participation of Female Researchers in Processes in 2019, revealing that there is gender imbalance in academic positions, decision-making bodies, grant and patent applications and awards in Turkey.

As an academic institution that embraces universal values, Istanbul Kültür University considers ensuring "Gender Equality" as one of its duties. Our university's constitution states: "Culturated, respects every thought and belief. It gives the opportunity to express different thoughts and considers this as a natural right. "The limit on freedom of thought and belief is the rights and freedoms of other people, universal human rights, our national existence and integrity, the framework drawn by science and reason, Atatürk's principles and revolutions." article (Istanbul Kültür University Constitution). This article reveals our university's goal and promise to develop an equitable and inclusive approach in all activities and processes. As of 2023, the tables below show that gender equality principles have been adopted and implemented throughout our university for many years.

In this context, the implementation of the Gender Equality Action Plan, which is based on the SDGs and covers a four-year plan period (2023-2027), will be committed by the University Senate and will be carried out and monitored by Istanbul Kültür University Gender Equality Commission (TCE Commission). The plan will be inspected and renewed depending on the evaluation of the implementation results.

2. CURRENT SITUATION

Tables showing the female-male representation rates of our university's administrative and academic staff are presented below.

Table 1. Percentage of women among all employees of IKU

Gender	Ratio
Male	42%
Woman	58%

Table 2. Percentage of women among administrative unit managers

Gender	Ratio
Male	57%
Woman	43%

Table 3. Percentage of women among administrative unit staff

Gender	Ratio
Male	50%
Woman	50%

Table 4. Percentage of women among academic staff

Gender	Ratio
Male	37%
Woman	63%

Table 5. In high-level committees (board of trustees, senate, university board of directors, faculty boards, etc.) *

Gender	Ratio
Male	38%
Woman	62%

*(Note: Table 5: Dean, Deputy Dean, Department Head, Deputy Department Head, etc.)

Table 6. Percentage of women among servants

Gender	Ratio
Male	73%
Woman	%27

3. MAIN AREA, OBJECTIVES AND ACTIONS

Istanbul Kültür University Senate undertakes to carry out studies throughout the University in line with the following areas and objectives within the scope of the Gender Equality Plan. "Gender Equality", the fifth of the United Nation Sustainable Development Goals, forms the basis of Istanbul Kültür University's Gender Equality Action Plan.

IKU Gender Equality Plan covers seven basic areas:

1. Integration of gender action plan into corporate culture
2. Maintaining the balance between professional work life and private life
3. Equal representation in management and decision-making mechanisms
4. Gender equality in recruitment and promotion processes
5. Adding gender studies to course content and research
6. Measures against sexual harassment and gender-based violence and discrimination
7. Monitoring and evaluation studies

In this context, the aims of the İKÜ Gender Equality Action Plan are as follows:

GOAL 1: To create a corporate culture and organizational structure based on gender equality

PURPOSE 2: To carry out studies to maintain the balance between professional business life and private life

GOAL 3: To organize awareness activities for academic and administrative staff and students

GOAL 4: To increase women's representation in upper and middle management levels

GOAL 5: To adopt practices based on gender equality in recruitment and promotion processes

GOAL 6: To carry out education, research and social contribution processes in the field of gender equality

PURPOSE 7: To identify the requirements and make arrangements to ensure a safe life on campus

GOAL 8: Conducting monitoring and evaluation studies

AREA	AIM	ACTIONS	RESPONSIBLE UNIT	2023-2027	RELATING TO SDG
1. Gender Action Plan on Corporate Culture Integration	GOAL 1 A corporate culture and culture based on gender equality create organizational structure	1.1. Establishment of gender equality commission 1.2 Dissemination of a zero tolerance policy towards gender-based rights violations 1.3. Establishing an institutional policy for gender equality 1.4. Preparation of gender equality policy document	Rectorate General Secretariat İKÜ-KAD		SDG 5 SDG 8 SDG 10 SDG 16 SDG 17
	GOAL 3: To organize awareness activities for academic and administrative staff and students	3.1. Designing and conducting seminars and workshops that will support an egalitarian culture for academic And administrative staff and raise awareness in the field of gender equality. And 3.2. Organizing seminars and workshops to prevent discrimination on the basis of language in internal and external communication And 3.3. Review of representational images and expressions used in all digital and printed materials such as banners, brochures, posters and videos. 3.4 Gender differences in speakers invited to events held throughout the university maintaining balance	Rectorate General Secretariat İKÜ-KAD		SDG 5 SDG 10
2. Maintaining the balance between Professional Business Life and Private	PURPOSE 2: Carrying out studies to maintain the balance between Professional Business Life and Private Life	2.1. Need to identify needs regarding professional work life and private life balance conducting analysis 2.2. Providing pre-school education services for the children of university staff 2.3. Service numbers and hours depend on metropolitan living conditions and seasonal conditions. in view of security measures arranged by taking	Rectorate General Secretariat		SDG 5 SDG 8 SDG 10
3. Management and decision in giving mechanisms equal representation	GOAL 4: Women in upper and middle management levels increase representation	4.1. Determining the number of middle and senior level female managers and ensuring that the total rate is below 50% not to drop	Rectorate General Secretariat		SDG 5 SDG 10
4. Gender equality in recruitment and promotion processes	GOAL 5: Gender equality in recruitment and promotion processes adopting practices based on	5.1. Conducting gender-based analysis of data such as employee profiles, salaries and promotion rates 5.2. Maintain gender equality in promotion and recruitment processes	Rectorate General Secretariat		SDG 5 SDG 8 SDG 10

		<p>Creating applications that will take and increase</p> <p>5.3. Giving open and transparent advertisements during employment processes and avoiding distinction gender bias in advertisements</p> <p>5.4 Emphasizing "equal opportunity employer" in job postings</p> <p>5.5. Preventing gender-based salary inequalities</p> <p>5.6. Obtaining regular feedback from employees and responding quickly and effectively to complaints about gender-based discrimination responding in a way</p>			
5. Adding Gender Studies to Course Contents and Research	GOAL 6: Education in the field of gender equality - To carry out teaching, research and social contribution processes	<p>6.1. Supporting academic publications and projects on gender equality And</p> <p>6.2. Supporting social responsibility activities and activities of student communities towards gender equality</p> <p>6.3. Academic units Supporting gender-oriented social studies and responsibility events for equality</p> <p>6.4. Compulsory and elective courses offered throughout the university by faculty members who specialize in gender issues. Increasing the number of field and elective non-field courses</p>	Rectorate Academic Units BAP TTO İKÜ -KAD		SDG 4 SDG 5 SDG 10
6. Measures against sexual harassment and gender-based violence and discrimination	PURPOSE 7: To identify the requirements and make arrangements to ensure a safe life on campus	<p>7.1 Preparation of the policy document to prevent Sexual Harassment and Sexual Assault</p> <p>7.2. Preparation and implementation of the İKÜ Perceived Safe Campus Screening study</p> <p>7.3. Lighting, etc. are provided to ensure that all physical areas of the university, including the campus, parking areas and dormitories, are made where And employees and students feel completely safe. carrying out the work</p> <p>7.4. Establishing open, accessible and secure complaint and application channels across campuses and dormitories</p> <p>8.5. Preparing policies to protect the privacy of victims of violence and harassment</p> <p>8.6. Establishing an effective mechanism for rapid, fair and transparent investigation of complaints</p> <p>8.7. Appointing a commission consisting of experts in combating sexual harassment and/or violence during the conduct of investigations.</p> <p>8.8. Gender-based violence and complaints about harassment</p>	Rectorate General Secretariat İKÜ-KAD		SDG 5 SDG 8 SDG 10 SDG 16 SDG 17

		regular reporting of the number and results			
	GOAL 3: Raising awareness among academic and administrative staff and students organize studies	3.1. All academic, administrative staff and students, including dormitory managers and staff, regarding sexual harassment and gender-based violence. Organizing seminars to raise awareness	Rectorate General Secretariat YKÜ -KAD		SDG 5 SDG 8 SDG 10 SDG 16 SDG 17
7. Conducting monitoring and evaluation studies	GOAL 8: Social Gender equality Carrying out monitoring and evaluation studies of the Action Plan	8.1. Annual situation within the framework of the main themes and objectives determined within the scope of the gender equality action plan evaluation and preparation of the report	Rectorate General Secretarial		SDG 5 SDG 10