KARADENIZ TECHNICAL UNIVERSITY

GENDER EQUALITY ACTION PLAN

(2022-2025)

1. INTRODUCTION

Karadeniz Technical University (KTU) has prepared the "Gender Equality Plan" (GEP) based on gender balance. The main purpose of the plan is to demonstrate that Karadeniz Technical University, which aims to have a safer and more accessible campus, is a university that respects equality and diversity, is free from discrimination and provides equal academic progress and advancement for everyone, and to further its strengths and strengthen its weaknesses. Karadeniz Technical University believes that equality and diversity are values that enable 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 at the same time promote academic skills. This also strengthens the improved and inclusive dialogue.

The promotion of equality as the starting point of the Gender Equality Plan is important for the best improvement of practices and activities. Many studies have shown that university members may encounter institutional obstacles over time and cannot benefit from academic and administrative advancement opportunities. These obstacles usually manifest themselves in the form of gender discrimination, sexual harassment and difficulties in balancing professional work and family life. These and similar situations generally constitute a major obstacle to the development of science in our country and universities. Universities that focus on science and education implement integrated activities to support research environments. In this context, the KTU CEP, which has been addressed, aims to prevent gender-based discrimination, create equal research and working conditions for everyone within our university and to institutionalize this and include gender mainstreaming in our management vision.

1.1. NATIONAL CONTEXT

The number of male students in higher education is 51% with 4 million 178,286, while the number of female students is 49% with 4 million 41 thousand 232. The rate of female students increased from 42% in 2002 to 49% in 2021. Women's Research Centers have been established in universities with different names with the YÖK regulation. In addition, cooperation commissions have been established with various and relevant institutions to encourage female academics to take more part in research and innovation than before. While the number of academics in higher education institutions across our country was 74,134 in 2003, this number reached 180,065 in 2020, and 98,404 of this number are male and 81,661 are female. While the rate of female academicians is over 45% among total academicians, these female academicians consist of 10,011 professors, 7,190 associate professors, 18,736 assistant professors and 45,724 lecturers. There are currently 394 female academicians in 255 state universities in Turkey, and 203 female academicians in 139 foundation universities as deans and rectors.

When the legal framework is examined, it is seen that Article 10 of the Constitution of the Republic of Turkey guarantees equality before the law: "Everyone is equal before the law, regardless of their language, race, color, sex, political opinion, philosophical belief,

religion or sect." (Additional paragraph of Law No. 5170 dated 7 May 2004). Women and men have equal rights. The state must ensure that this equality exists in practice (Sentence added on 12 September 2010; Law No. 5982). The measures taken for this purpose cannot be interpreted as contrary to the principle of equality (Additional paragraph of Law No. 5982 dated 12 September 2010). 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 the Status and Problems of Women prepared the 1st National Action Plan on Gender Equality for the years 2008-2013. The Directorate also prepared the 2nd National Action Plan (for the years 2012-2015) and the 3rd National Action Plan (for the years 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 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 for Increasing the Participation of Women Researchers in TÜBİTAK processes.

1.2. UNIVERSITY VISION

Karadeniz Technical University aims to increase the number of women researchers, women managers, women in master's and doctoral education and believes in gender balance in academic advancement. One of the most important challenges in this regard is the lack of gender balance in senior scientific positions among administrative staff and students in professional studies. Ensuring equal representation in academic and administrative positions at KTU is a key priority. Ensuring gender balance is important in technical and administrative positions. Female students tend to be represented equally with male students in most study programs. Equality is not only a matter of gender balance, but also of benefiting from equal opportunities and fair distribution of resources. Ensuring equality between the genders requires long-term planning. This plan is a guideline for overcoming the problems that cause inequalities between female and male academic staff in the institutional structure of KTU in the coming years.

1.2.1. KTU's Goals within the Scope of the Gender Equality Plan:

- To raise awareness in many areas about the importance of gender equality and to strengthen positive attitudes towards diversity.
- To encourage women to pursue postgraduate studies and support their academic career development.
- To observe gender equality in recruitment and academic studies.
- To increase the number of women in all management positions.
- To institutionalize measures for the evaluation of management and decision-making mechanisms on the basis of gender equality and inclusiveness.
- To improve existing mechanisms to prevent sexual harassment, gender-based violence and discrimination.
- To open courses in the field of gender equality in all academic programs.
- To raise awareness about "gender-based violence" in educational materials and seminars.

- To establish "Emergency Support Units" on each campus so that students and staff can receive support within the scope of a safe campus and a women-friendly campus.
- To announce national and international project calls focused on women and to provide project writing support in this field with the contributions of the Technology and Transfer Office.
- To raise awareness among students studying in different disciplines about gender equality and to prevent unequal treatment in any sector.

1.2.2. Priority Areas in Gender Equality Planning (2022-2025)

Karadeniz Technical University has six main priority areas that it plans to work on in order to strengthen its commitment to gender policies. These strategic areas and the proposed measures related to these areas were carefully selected after long internal and external analysis processes and discussed with upper and middle management levels.

The Gender Equality Plan aims to improve gender equality in the field of human resources by reviewing recruitment and promotion procedures and establishing measures to support the career progression of genders that are underrepresented at the institutional level. It is also important to monitor processes by collecting gender-disaggregated data to achieve and maintain gender equality in all priority areas.

Karadeniz Technical University will organize events to raise awareness of gender balance in decision-making processes of senior management to ensure equality in institutional management. In addition, an empowerment program will be developed and implemented to support young female researchers. A 'declaration of intent' document will be prepared to demonstrate the university's commitment to gender equality in decision-making processes.

In the field of research, measures to include gender equality planning in the institutional strategic plan and institutional financing mechanisms, as well as awareness-raising activities on gender equality analysis and the application of gender equality dimensions to research will be implemented. In addition, a Gender Equality Research Group and a commission consisting of people who have received Gender Equality Monitoring training will be established.

In order to ensure gender-sensitive teaching practices, guides will be prepared for the integration of gender equality into curriculum and teaching, and pilot training and implementation on this subject will be carried out in one department of each faculty.

It aims to develop and implement a gender-sensitive corporate communication guide, train personnel, encourage gender-sensitive communication, and adopt gender equality as a core value and part of the corporate identity.

Finally, Karadeniz Technical University Gender Equality Plan will include measures that demonstrate determination to prevent gender-based discrimination, violence and sexual harassment and a roadmap to become a sensitive university based on gender equality. For this purpose, an institutional policy document will be prepared as a priority and a support unit will be established to prevent gender-based discrimination, violence and sexual harassment.

2. HUMAN RESOURCES

2.1. Recruitment and Selection

N	Measures/Actions	Purpose	Activities	Relevant Departments/Units	Implementation Period
1	Gender-sensitive recruitment procedures.	Develop and implement gender-sensitive recruitment procedures for administrative staff.	• Adopt the code of practice for creating institutional gender-sensitive recruitment procedures. • Add a gender-sensitive recruitment article to the recruitment regulation. • Approval of the regulation by the University Senate. • Organize awareness training for all academic and administrative staff involved in recruitment processes. • Implement and monitor gender-sensitive recruitment procedures.	• Rectorate	January 2022 - June 2025

2.2. Career Development

N	Measures/Actions	Purpose	Activities	Relevant Departments/Units	Implementation Period
1	Review of administrative staff promotion criteria.	Establish transparent and flexible criteria for the promotion of administrative staff.	• Developing transparent and flexible criteria for the promotion of administrative staff. • Integrating the criteria into existing human resources regulations. • Developing a gender-sensitive recruitment guide.	• Rectorate	January 2022 - December 2025

			• Organizing training for all academic and administrative staff involved in promotion and performance evaluation processes. • Implementation, monitoring and evaluation.		
2	Support measures for gender underrepresented at institutional level.	Establish measures to support the career advancement of genders that are underrepresented at the institutional level.	• Organizing dialogue meetings with senior and middle management. • Initiating cooperation development activities to develop institutional mentoring programs for women researchers. • Developing career development mentoring programs for women researchers and employees, providing mentoring and training.	• Rectorate • Vice Rector for Public Affairs	January 2022 - December 2025

3. CORPORATE GOVERNANCE

3.1. Gender Equality Policies and Bodies

N	Measures/Actions	Purpose	Activities	Relevant Departments/Units	Implementation Period
1	Gender equality monitoring unit	Establishing and monitoring a gender equality structure	• Establishment of a Gender Equality Monitoring Unit consisting of people trained in monitoring.	• Rectorate	January 2022 - December 2022

| 2 | Gender disaggregated data collection | Establishing gender-disaggregated data collection procedures | • Developing procedures for collecting gender-disaggregated data to monitor progress towards gender equality and designating personnel responsible for data collection.
• Systematic collection of gender-disaggregated data.
• Monitoring and evaluating data collected in annual activity reports and implementing the strategic plan.
• Planning additional gender equality measures based on data collected. | • Rectorate
• All Academic Units
• All Administrative Units | January 2022 - December 2025 |

3.2. Gender Balance in Decision-Making Processes

N	Measures/Actions	Purpose	Activities	Relevant Departments/Units	Implementation Period
1	Awareness-raising activities	Raising awareness of gender balance among decision-making managers	• Planning, developing, implementing and monitoring awareness-raising activities such as meetings with managers in the decision-making process, gender equality trainings and webinars.	• Rectorate • KTÜKAM	January 2022 - December 2025
2	Support program	Developing and implementing a support program to support young	• Creating a support program with a collaborative approach with the participation of academic and administrative units.	• Rectorate • All Academic Units • All Administrative Units	January 2022 - December 2025

			female researchers	• Implementing the pilot implementation phase. • Monitoring and evaluating the pilot implementation. • Reviewing/enriching the program and continuing its implementation.		
3	Declaration of intent for gender equality in decision-making	Preparation and implementation of the declaration of intent to ensure gender equality in decision-making bodies	• Organizing consultation meetings with senior management on the content of the statement. • Preparation of the first draft of the statement. • Publication of the statement by the University Senate.	• Rectorate • University Senate	January 2022 - December 2023

4. RESEARCH

4.1. Research Content and Methods

N	Measures/Actions	Purpose	Activities	Relevant Departments/Units	Implementation Period
1	Integration of the Gender Equality Plan into the institutional strategic plan and institutional financing mechanisms	Ensuring the compliance of the Gender Equality Plan with the institutional strategic plan and institutional	• Adding the measures and targets of the Gender Equality Plan to KTU's institutional strategy. • Approval of the strategy by the University Senate. • Adding the Gender Equality Plan to KTU's institutional finance program as a priority issue.	• Rectorate • University Senate • Vice Rectorate responsible for Research and Application Centers	January 2022 - December 2025

		financing mechanisms.			
2	Awareness raising activities	Organizing awareness-raising activities (workshops, training) on the implementation of the Gender Equality Plan.	• Designing awareness-raising activities and developing their content. • Conducting studies on integrating gender equality into research agendas in faculties. • Organizing seminars for graduate students at KTÜ on integrating gender equality into research agendas. • Organizing webinars on international funding programs for gender research	• Rectorate • All Academic Units • All Administrative Units	January 2022 - December 2025
3	Gender Research Group	Establishment of Gender Studies Groups at the University.	• Designing the structure of the gender researchers group based on existing researchers currently working on gender issues and potential researchers who would like to become members of this group as a result of awareness-raising activities • Determining the goals and sub-working groups for the gender researchers group • Planning the research activities of the groups • Implementation of research projects	• Rectorate • Vice Rector Responsible for Research and Application Centers • KTÜKAM	January 2022 - June 2023

5. EDUCATION

5.1. Gender Sensitive Teaching

N	Measures/Actions	Purpose	Activities	Relevant Departments/Units	Implementation Period
1	Guidelines for integrating gender dimensions into curriculum and teaching.	Develop and adopt guidelines for integrating the gender dimension into curriculum and teaching.	• Preparation of the guide • Approval of the guide by the authorized unit of the university	• Rectorate • Vice Rector for Academic Affairs	January 2022 - December 2025
2	Trainings and pilot applications	• Preparation of educational content • Planning of educational calendar • Renewal of curriculum as a pilot application (in one department of each faculty). • Monitoring and	• Preparation of training content • Planning of training calendar • Pilot implementation of curriculum in a department of the faculty) • Monitoring and evaluation of the process	• Rectorate • Vice Rector for Academic Affairs o Academic units	January 2022 - December 2023

N	Measures/Actions	Purpose	Activities	Relevant Departments/Units	Implementation Period
		evaluation of the process			
3	Increasing the number of courses on gender equality	More students should be aware of gender equality.	• Adding at least two courses on gender equality to the university elective course pool	• Rectorate • Vice Rectorate for Academic Affairs • Relevant Faculty Deans, Department Heads and Departments	January 2022 - December 2024

6. CORPORATE COMMUNICATION

6. 1. Gender Sensitive Corporate Communication

N	Measures/Actions	Purpose	Activities	Relevant Departments/Units	Implementation Period
1	Gender-sensitive corporate communication guide	Development and implementation of gender-sensitive corporate communication guidelines	• Conducting research on gender-sensitive corporate communication • Developing a corporate gender-sensitive communication guide through collaboration with all relevant academic and administrative units • Presenting the guide to senior management and formally approving the document • Implementing the guide, monitoring and evaluating the process	• Rectorate • Deputy Secretary General Responsible for Corporate Communications • Corporate Communications Coordinator • KTÜ KAM	January 2022 - December 2025

| 2 | Gender sensitive corporate communication trainings | Training of relevant personnel on gender-sensitive corporate communication. | • Preparation of training content
• Planning of training calendar
• Implementation of training
• Evaluation and monitoring of the process | • Rectorate
• Deputy Secretary General Responsible for Corporate Communications
• All Academic and Administrative Units | October 2022 - December 2025 |

7. SEXUAL HARASSMENT

7.1. Gender-Based/Sexual Harassment

N	Measures/Actions	Purpose	Activities	Relevant Departments/Units	Implementation Period
1	Creation of corporate policy document	Creation and adoption of a policy document against sexism and sexual harassment	• Creation of a policy document against sexism and sexual harassment • Official adoption and approval of the policy document	• Rectorate • University Senate • KTÜKAM	January 2022 - July 2022
2	Support Unit for Preventing Gender-Based Discrimination, Violence and Sexual Harassment	Establishment of a Support Unit for Preventing Gender-Based Discrimination, Violence and	• Establishment of a Gender-Based Discrimination, Violence and Sexual Harassment Prevention Support Unit • Establishment of a commission to handle harassment cases under the Gender-Based Discrimination,	• Rectorate • KTÜKAM	January 2022 - July 2023

		Sexual Harassment	Violence and Sexual Harassment Prevention Support Unit • Integration of gender-based discrimination, violence and sexual harassment prevention into all orientation training programs (undergraduate, graduate, all academic and administrative staff)		
3	Establishment of the Emergency Support Unit	Establishing "Emergency Support Units" on each campus to provide support to students and staff with the goal of a safer and more accessible campus/women-friendly campus.	Establishing at least one unit on campus that can respond immediately to the problem.	• Rectorate	January 2022 - July 2023

8. COOPERATION ACTIVITIES

N	Measures/Actions	Purpose	Activities	Relevant Departments/Units	Implementation Period
1	Joint research and projects	Conducting research	• Establishment of a gender research group and regular collaborative research and project development meetings with stakeholders	• Research and Application Centers	September 2022 - December 2025

				• KTU Technology Transfer Application and Research Center • Universities, public institutions, municipalities • KTU KAM	
			• Publication of research results (reports/articles etc.) • Applications to existing grant calls with jointly developed projects		
2	Awareness raising and capacity building trainings	Providing awareness training on Sexual Harassment and Corporate Communication	• Analysis of training needs and current situation • Development of training agenda and content • Organization of trainings • Monitoring and evaluation of trainings	• Research and Application Centers • KTU Technology Transfer Application and Research Center • NGOs, professional organizations, universities, public institutions • KTU KAM	January 2023 - December 2025
3	Women in Innovation Events (Women in Innovation-WIN Event)	Providing research, education/training, student services	• Developing the annual Women in Innovation Events (WİN Event) program • Inviting women entrepreneurs and business women • Contacting high schools through the Provincial Directorate of National Education	• Universities, business sector, professional organizations, public institutions, schools	September 2022 - December 2025

			• Introducing Women in Innovation events in local and national high schools • Organizing Women in Innovation events every year before the university preference and registration period		