



ERCIYES UNIVERSITY

2023-2028
GENDER EQUALITY PLAN



►Erciyes University aims to be a research-intensive university while maintaining its objective of being a decent educational institution, producing information, and technology, using this information and technology for the benefit of society, being sensitive to the environment and fundamental values of humanity, and being a pioneer in the fields of activities.

►Erciyes University (ERU) has set the goal of educating self-reliant individuals who perform research, improve in scientific fields, question and think globally. Considering the university's endeavour and determination to develop, the university intends to access the worldwide standards in terms of education, research, innovation and culture. In this context, ERU's priority is to educate and raise qualified students and researchers, increase national and international collaborations and enhance the impact of research outcomes and its international recognition.



PART A. LEADERSHIP AND DECISION MAKING

Current Situation

In the decision-making (senate) organs, the majority of the members are men. Among the Member of the University Senate, women are 29,41% and men are 70,59%.

Men dominate the Members of the University Administrative Board. Women are 19,23%, men are 80,77% of the Administrative Board.

Nearly one-third of institute directors are women (3 women and 7 men).

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 Science and Engineering Faculty. These ratios are balanced in the Economic and Administrative Sciences Faculty and Faculty of Letters.

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.



PART A. LEADERSHIP AND DECISION MAKING

Current Situation

The number of women and men Faculty Administrative Directors is balanced (13 women and 15 men).

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.

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



Establishment of the Gender Equality Commission, from the existing GEP WG, with appointed Gender Equality Ambassadors from among students, faculties, institutes, colleges, vocational schools, and research centers (Completed).



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.)

(Short Term 1-2 years)



A sustainable and dynamic data collection and reporting structure for gender equality monitoring with an appointed member from every faculty, institute, college, vocational school, and research center.

(Short Term 1-2 years)



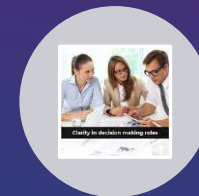
A yearly plan on gender data collection (surveys, focus groups, interviews, etc.) and coordinate all the relevant units for necessary actions.

(Medium Term 2-3 years)



Allocating necessary resources (human resources, training, organizational capacity, institutional priority, authority and budget) to Gender Equality Commission to implement Gender Equality Plan effectively.

(Medium Term 2-3 years)



Supporting underrepresented gender to take part in the decision-making roles as in Senate, Boards, and Commissions by introducing gender quotas. To illustrate, sending recommendation letters to the faculties to consider the principle of gender equality when determining commissions. (Medium Term 2-3 years)

PART B. RECRUITMENT, CAREER PROGRESSION AND RETENTION

Current Situation

The number of female and male 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.

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 by the Psychological Counseling and Guidance Application and Research Center (ERREM) (Short Term 1-2 years).

Trainings for administrative personnel responsible for recruitment and career progression (Medium Term 2-3 years).

Seminars for faculty/department/ institute/research center (from graduate student to faculty recruitment) to raise awareness about gender equality in recruitment, career progression and retention (Medium Term 2-3 years).

Awareness raising activities about gender equality in career progression and retention by Career Guidance Center, Erciyes University (KAYBİMER) (Medium Term 2-3 years).

The implementation of the Human Resources Strategy for Researchers (HRS4R) (Long Term 4-5 years).

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

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

Planned Actions

Planning to give chance to female students to utilize the childcare centers (Short Term 1-2 years)

Encouraging student clubs and societies to have gender equality (Short Term 1-2 years).

Establishing a course reduction mechanism for academic staff or reduced workload for administrative staff in the first year after maternity leave (Short Term 1-2 years).

Organizing trainings for child-care and health-care staff on gender equality and work-life balance (Medium Term 2-3 years).

Organizing trainings for academic and administrative personnel, students etc. on work-life balance by Continuing Education Center (ERSEM) (Medium Term 2-3 years)

Implementing evaluation measures for work-life balance according to the reports to be prepared by the appointed faculty ambassadors (Long Term 4-5 years).

PART D. RESEARCH AND CONTENT

Current Situation



Equal distribution of graduate students in R&D projects funded by the 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 the technology transfer and commercialization stages.

PART D. 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.



The Women Studies Research and Application Center works with the goals of integrating the gender equality into research content and raising awareness, creating focus groups, increasing the quality and quantity of researchers integrating gender equality, and establishing partnerships for academic production involving gender equality.



The Women Studies graduate program has existed since 2008. However, the human capacity of the program is insufficient to mainstream gender into research and teaching content.

PART D. RESEARCH AND CONTENT

Planned Actions

Action plans will be prepared to exchange information by providing strong communications and to encourage the integration of gender equality in the research conducted by Erciyes University with the help of internationally leading colleagues and to put in place best practices for this purpose.

(Medium Term 2-3 years)



Planning to establish the Women Studies Ph.D. program.

(Medium Term 2-3 years)



It is planned to ensure the integration of gender equality in all research areas by ensuring the integration of gender in the research content both in institutional life and in academia.

(Long Term 4-5 years).



Educational activities will be planned to reach both male and female researchers from various disciplines, to present the added value that the gender equality will bring to different scientific fields (social sciences, humanities, engineering, natural sciences). It is also planned to hold awareness meetings.

(Long Term 4-5 years).

PART D. RESEARCH AND CONTENT

Planned Actions



It is planned to monitor the number of gender-focused studies and the gender distribution of academic staff benefiting from research budgets.

(Medium Term 2-3 years)



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 equality, and to review the trainings.

(Long Term 4-5 years)

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

Current Situation

Universities are 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.

Considering that approximately 50% of the students at our university are women, the importance of awareness of Gender-based violence becomes 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 males, the presence of a balanced structure between the administrative and other staff prevents at least the dominance of males.

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 combat in this sense due to the strong sociocultural 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 Studies Research and Application Center and Psychological Counseling and Guidance Application 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

Organize awareness-raising actions with Local Security Authorities that prioritize hate speech, sexual harassment, bullying, and violence (Short Term 1-2 years).

Interactive seminars for the staff and students by the Women Studies Research and Application Center (Short Term 1-2 years)

Working groups on anger management, self-awareness, ways of coping with stress etc. by the Psychological Counseling and Guidance Application and Research Center (Medium Term 2-3 years)

The preparation of the Women-Friendly University Action Plan is one of the most important concrete steps planned for the future (Long Term 4-5 years).

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

- ▶ 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 (Long Term 4-5 years).