



ALANYA
**ALAADDIN
KEYKUBAT**
UNIVERSITY

**ALKU GENDER EQUALITY ACTION
PLAN**

2021-2027 ACTION PLAN AND POLICY

(Adopted by Senate Decision dated June 30, 2022 and numbered 15/83.)

Introduction

The term sex refers to the biological aspect of being a woman or a man, and the term gender refers to the meanings and expectations that society and culture attribute to being a woman or a man. Sex corresponds to a biological construct and the concept of gender corresponds to a cultural construct. While sex does not change, gender can change over time, culture, and family. While sex is a natural phenomenon, gender is learned.

Stereotypes related to gender roles can negatively affect the lives of both women and men. However, studies conducted in the context of gender underline that the ongoing gender stereotypes in societies affect women negatively, reinforce the subordinate position of women, and reproduce gender-based discrimination.

In recent years, gender equality studies have emerged as an area that has been sensitively emphasized in all countries of the world. The main point here is that gender equality is seen as extremely important in the sustainable economic and social development of countries.

According to the letter of interest of the Presidency of the Scientific and Technological Research Council of Turkey and the new rules of the program, in which our country officially participated as an associate member in the Horizon Europe Program, which will cover the years 2021-2027, as of 28/10/2021, it was requested to prepare institutional "Gender Equality Plans (GEP) with certain features in order for all higher education institutions, research centers and public institutions in our country to apply and receive funding for calls closed as of January 1, 2022.

ALKU Gender Equality Action Plan is planned with the following 8 sub-headings and will

be carried out and monitored in this context.

1. Planning activities within Alanya Alaaddin Keykubat University (ALKU) Women and Family Studies Application and Research Center
2. Carrying out studies to raise awareness on gender equality
3. Planning of ALKU women's, family and gender studies interdisciplinary graduate program
4. Creation/implementation of the Women Friendly Campus Project
5. Increasing Women's Participation in University Administration
6. Encouraging the career plans of female academics
7. Carrying out studies to ensure and monitor gender equality
8. National strategies and documents, legislation and provisions used in the preparation of the draft

1- Planning activities within Alanya Alaaddin Keykubat University (ALKU) Women and Family Studies Application and Research Center

In recent years, gender equality studies have emerged as an area that has been sensitively emphasized in all countries of the world. The main point here is that gender equality is seen as extremely important for the sustainable economic and social development of countries.

The struggles to raise the status of women on a global scale have gained a different importance and formality under **the leadership of the Commission on the Status of Women, which was established in 1946 under the umbrella of the United Nations (UN) Economic and Social Council**. After that, all activities on a global scale have been the products and results of this beginning. In this context, the World Women's Conferences were organized by the UN, the first of which was held in Mexico City in 1975 and the last in Beijing in 1995. In 1979, **the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)** was adopted by the UN General Assembly. Turkey **participated in the aforementioned women's conferences and** signed the final documents and CEDAW, which later became an international law, in **1985**. After that, two important formations were realized in our country. The first is the establishment **of the General Directorate of the Status and Problems of Women (SPW) under the Prime Ministry in 1990**, and the other is the establishment **of "Research Centers on Women's Problems in Universities"** in line with the decisions taken at the Beijing IV World Women's Conference.

It is seen that the institutionalization process of gender and women's studies in academia in Türkiye started with the establishment of women's studies centers at Istanbul University in 1989 and Ankara University in 1993, for the first time at the university level.

In the following years, the number of these centers increased day by day, and today there are centers related to women's studies in approximately 119 universities. These centers work on women's issues, women's rights, gender issues, women's entrepreneurship, women's place in the family and women's health.

The establishment of Alanya Alaaddin Keykubat University Women and Family Studies Application and Research Center (ALKÜKAM) was approved by the decision taken at the meeting of the Higher Education Executive Board dated January 13, 2021, and the regulation of the Center was published in the Official Gazette dated March 28, 2021 and numbered 31437.

The purpose of the establishment of the center is to conduct research and educational activities in all fields related to women's problems in the country and abroad, to develop projects, to cooperate with relevant institutions and organizations in this field, and to provide consultancy services in order to produce information, ideas and policies that will be effective in minimizing and/or eliminating gender inequality.

Alanya Alaaddin Keykubat University Women and Family Studies Application and Research Center (ALKÜKAM) provides academic data on gender inequality in cooperation with institutions working in related fields and shares the academic data and/or information produced with the public. In the centers, the director, the board of directors and the advisory board are appointed by the rector.

GOALS

- The sustainability of the work of ALKU Women and Family Studies Application and Research Center (ALKÜKAM), which is responsible for producing scientific knowledge and developing social awareness on women and family problems and the elimination of gender inequality.

Actions:

- To produce scientific knowledge at national and international level in the context of gender in education, culture, health, economy, politics, law, sports and other fields, and to participate in and support scientific studies.
- To raise awareness on gender and women's issues, to carry out activities to create public opinion, to make printed, verbal and visual publications and to participate in such activities for this purpose.
- To provide training to university administrators, administrative staff, and academic staff.
- To create research and support programs for the empowerment of women in the social and political spheres, at home and in urban life.
- Organizing special adult training meetings for women and preparing educational materials.
- To develop awareness projects on gender equality on social media.
- To establish a Gender Equality Training Certificate Program in the medium term.
- To publish a journal related to the field.

2- Carrying out studies to raise awareness on gender equality

Socially constructed stereotypes within the framework of gender roles prevent the achievement of gender equality. It is important for women to have more equal rights in social life and to raise awareness about gender roles that are suppressed in a male-dominated society. Undoubtedly, one of the most effective methods for raising this awareness is to raise awareness in society and to organize activities in this direction.

GOALS:

- Developing community-based awareness in the field of Women and Gender.
- Changing the current perception of gender as determined by the male-dominated culture in a positive way.
- Increasing the awareness of university students about gender and equality.

Actions:

- To improve awareness of gender equality in academic working life by organizing training activities for university staff.
- Within the framework of the Provincial Action Plan on Combating Violence Against Women, to organize projects, seminars and workshops to raise awareness of gender equality for students on campus
- In cooperation with local non-governmental organizations to carry out studies and organize events to increase gender awareness in the Alanya region.
- To create a common academic communication network by communicating with Women's Studies centers of different universities and to contribute to the literature through the mutual sharing of scientific activities.
- To organize projects and awareness activities that can reach the local people by carrying out activities outside the campus in coordination with local institutions and organizations.

3- Establishment of ALKU Women and Family Studies Department

With the development of multidimensional approaches to ensure gender equality at the universal level, the importance of Women and Gender studies has increased in our country.

Women's Studies Departments have an important role in this regard. Today, there are 18 master's programs and 7 doctoral programs in this field affiliated with universities in Türkiye. At Alanya Alaaddin Keykubat University, studies are planned to launch an interdisciplinary graduate program on women's, family and gender studies.

With the opening of the graduate program, it is planned to disseminate courses on women, family and gender studies in different faculties and departments of the university. All units of the university will be informed about women's, family and gender studies carried out within the framework of an egalitarian understanding and the gains obtained from these studies. In addition to new scientific and community-based studies on current issues, studies will also be carried out to increase the employment rates of graduate program graduates in their field of expertise and to find academic staff.

GOALS:

- Ensuring the production of scientific knowledge in the fields of women, family and gender.
- Ensuring the continuity of education and research in the fields of women, family and gender.

- Acquisition of the necessary knowledge and understanding of the theoretical and methodological issues established in the field of women, family and gender.

- Developing scientific, analytical and critical thinking skills in the fields of women, family and gender.

- Strengthening the graduate program academically and administratively, as well as its physical infrastructure.
- Ensuring the transfer of the knowledge produced within the program to other units of the university and related teaching and research areas.

Actions:

- To give priority to the support of graduate theses and projects to be carried out in the fields of women, family and gender.

- To provide support for the training of trainers by graduate program faculty members.
- To encourage lecturers specializing in the field of women, family and gender in academic units affiliated with the university to open courses and conduct research on this subject.
- To ensure that the service quality and academic knowledge production capacity of public institutions and non-governmental organizations are increased by including people who provide services in the fields of women, family and gender studies in the program.
- To ensure independent and fair information production, comprehension and presentation in the academic field of women, family and gender, and to develop oral and written communication skills.
- To carry out research and development studies in interdisciplinary fields.
- To train academic human resources who have multidisciplinary education in the field of women, family and gender studies, who can conduct research in the field of women's studies, and who have the ability to carry out community-based projects.

4- Creation/implementation of the Women Friendly Campus Project

One of the most important steps to be taken in the formation of a more reliable and egalitarian environment on campus by developing policies to ensure gender equality in universities, raising awareness among students and staff about gender equality, adopting gender equality and eliminating discrimination is the implementation of 'Women Friendly Campus' practices.

The starting point of the women-friendly campus practice is the 'Gender Equality Sensitive University Workshop' held for the first time by YÖK in May 2015. In 2021, the Ministry of Family and Social Services (MoFSS) stated that the concept of '**Violence-Free Campus**' will be expanded within the scope of combating violence against women, and the Ministry of Family and Social Services established the road map of the new period in order to prevent all kinds of violence against women within the framework of the 4th National Action Plan on Combating Violence against Women, among the important developments that draw attention to the importance of the issue. In this context, the Ministry, under the coordination of the Council of Higher Education (YÖK), has also determined the activities of female students in universities to continue their education in a more comfortable and peaceful way on their campuses. Based

on this, it will be ensured that the understanding of women-friendly campuses will be disseminated at Alanya Alaaddin Keykubat University.

GOALS:

- Prevention of violence and mobbing in the university environment
- Ensuring the visibility of general acceptance of gender equality in the university environment
- Raising awareness on gender equality in the university environment

Actions:

- To plan awareness meetings with the managers of administrative and academic units in order to disseminate the understanding of women-friendly campuses in our university within the framework of MoFSS's Violence-Free Campus approach.
- To take initiatives for the dissemination of the understanding of women-friendly campuses and the establishment of a student club within the framework of the Provincial Action Plan on Combating Violence Against Women, and to carry out studies and projects through the club.
- To organize social responsibility projects related to the subject.

5- Increasing Women's Participation in University Administration

Gender reports reflect the lack of support for women in career development, division of labor and participation in management. The main reason for this inequality is that women's careers are interrupted or their development progresses more slowly due to their social status. It is vital for universities to support gender equality policies and actions for women academics to integrate their presence into the organizational culture of the university in management policies and strategies at all levels. In this way, institutional motivation can be created that will make the academic careers of young academics sustainable. The increase in women's progression towards managerial positions will enable the strengthening of gender equality practices, highlight successful role models and lay the groundwork for the dissemination of information about suitable managerial positions for women to be employed.

Approximately 8.37 percent of rectors in Türkiye are women (17 out of 209 universities are female rectors), and according to the report of the European University Association, the average rate of female rectors is 15 percent. In addition, it has been determined that only 3.94 percent of female academics serve as rectors and deans in our country. When we look at gender equality in the Council of Higher Education, it has been determined that there is only 1 female member among the 21 members of the Council of Higher Education, the president and vice-presidents are men, and there is only 1 female member among the 18 members of the Higher Education Supervisory Board. In this context, it is seen that women do not find sufficient support in participation in management

GOALS:

- Adopting an approach based on gender equality in all decision-making mechanisms of the university
- Carrying out studies to improve the working conditions of women academics
- Supporting the employment of female faculty members in managerial positions

Actions:

- To provide consultancy and training on how and with what contributions women will be included in university administrative policies.
- To develop suggestions by determining the specific needs of faculties, departments and departments in the name of gender equality, and to follow the improvements made in this direction and announce them to the university public.
- To mobilize life supports for female and male academics in order to establish a balance between work and family life, and to develop and propose facilitating practices for faculty members living with family members in this direction.
- To prepare an executive development program focused on supporting the employment of female faculty members in managerial positions.

6- Encouraging the career plans of female academics

Conducting academic studies in Türkiye and even in the world and rising in the academic hierarchy depends on certain conditions, and these conditions can force all academics from time to time, regardless of gender. However, in practice, it is a clear fact that female academics and academic candidates are exposed to some different problems compared to men. Especially in traditional patriarchal societies, these difficulties become even more evident and appear as a serious problem. Due to this mentality that puts women in the background, women are disadvantaged compared to their male competitors in terms of work and progress, and in addition to fulfilling the requirements of the field they work in, they also strive to fulfill the responsibilities of the task imposed on them by the society.

Although it has been observed that the ratio of female academics in academia in Türkiye has approached a relative equality in numerical terms in recent years, it is seen that the same is not the case when it comes to the upper steps of the hierarchy. According to YÖK 2021 data, the rate of female teaching staff among the total teaching staff in Türkiye has exceeded 45 percent. This rate is higher than the rate of female teaching staff in European Union countries. However, the fact that the rate of female academics in Türkiye is so high is not an indicator of gender equality in academia. Although the proportion of female academics in the total number seems to be high, this situation has not contributed to the achievement of equality. When we look at the YÖK data, it is seen that the rate of female academics in professors and associate professors is at the level of 30-40%. In other words, the number of female academics in positions other than research assistants and lecturers is quite low compared to the ratio of female academics in the total number of academics. This situation shows that female academics cannot break the obstacle in front of them, that is, the glass ceiling, in order to rise after reaching a certain point in their careers. The data obtained support this situation.

In the patriarchal social order, motherhood (child care) and other domestic roles can be considered as a glass ceiling obstacle for women to rise on the career ladder, as they are seen as a responsibility imposed on women rather than men. Therefore, it is aimed to support the career development of female academics and to carry out studies to overcome the role confusion created by having to maintain a family-career balance.

GOALS:

- To carry out studies on supporting women academics in the field of research projects.
- To work on improving the working conditions of women academics.
- Positive discrimination based on equal merit in academic appointments.
- Providing institutional support mechanisms to ensure equal opportunities for women academics.

Actions:

- To examine the coordinators of the projects carried out by BAP according to gender, to determine the situation of female academics to prepare and carry out research projects, and to organize training of trainers programs that encourage female academics.
- To encourage quantitative and qualitative research in order to determine the problems of women academics related to working conditions.
- To ensure that female academics take care of the children of university employees and students from infancy in the kindergarten within Alanya Alaaddin Keykubat University in order to prevent female academics from experiencing role confusion related to family-career balance.

7- Carrying out studies to ensure and monitor gender equality

The roles brought about by gender are dynamic and their content varies according to time and place. In this context, gender equality refers to the equal visibility, empowerment, responsibility and participation of women and men in all areas of public and private life, and equality in the distribution of resources between women and men.

Changing gender relations, empowering women and breaking negative traditional gender stereotypes are key to realizing gender equality and passing this equality on to future generations for the benefit of the whole society, including men. In this context, the decisive role of university education on the future of society is obvious. Considering that the path to the ideal of an egalitarian society passes through university education and university life, it is important to work towards ensuring and monitoring equality between genders.

When women are given equal opportunities with men in society and politics, economies and societies prosper. Overall, women's more balanced participation in decision-making processes contributes to positive social transformations in laws, policies, services, institutions and social norms.

GOALS:

- Creation/implementation of ALKU Gender Equality Plan.

Setting strategic institutional goals to achieve the university's gender equality policy.

- Strengthening institutional resources and support for all faculty members with an understanding based on gender equality at the university.
- Monitoring the gender equality policies and practices of the university and the distribution of university resources in terms of gender equality and ensuring a regular flow of information to the university administration in this direction.
- Ensuring the opening of gender courses at associate, undergraduate and graduate levels.

Actions:

- Prepare and implement the University's annual gender equality report.
- Planning, developing, implementing, monitoring and reporting awareness-raising activities such as meetings, gender equality trainings and webinars.
- To raise awareness on gender equality, to organize studies and activities for the realization of gender equality, and to act together with public and non-governmental organizations on these issues.
- To organize educational activities for all university staff and students on gender equality issues (such as distributing brochures, creating a website, giving conferences).
- To plan studies to create the necessary awareness among university students, employees and society that the issue of women's rights and violence is not only a women's problem, but also a society's problem, and to organize awareness activities to ensure male participation in combating violence against women and combating violence.
- To conduct research to measure and improve the attitudes and perceptions of university staff and students towards gender equality.

- To prepare guidelines on the integration of the gender dimension into the curriculum and teaching in order to ensure gender-sensitive teaching practices.
- To develop a gender-sensitive corporate communication guide, to ensure that staff are trained on gender-sensitive corporate communication.

8- National strategies and documents, legislation and provisions used in the preparation of the draft

A Guide for Ensuring Inclusion and Equity in Education

<https://unesdoc.unesco.org/ark:/48223/pf0000248254>

- The Global Education Agenda 2030

<https://sdg4education2030.org/sdg-education-2030-steering-committee-social-media-pack-hlpf2019-july-2019>

- CEDAW- Convention on the Elimination of All Forms of Discrimination Against Women

<https://www.tbmm.gov.tr/komisyon/kefe/belge/uluslararasi-belgeler/ayrimcilik/CEDAW/CEDAW SözleşmesiveİhtiyariProtokolu.pdf>

- BEIJING DECLARATION

<https://www.tbmm.gov.tr/komisyon/kefe/docs/pekin.pdf>

- Horizon Europe guidance on gender equality plans

<https://op.europa.eu/en/publication-detail/7publication/ffcb06c3-200a-llec-bd8e-01aa75ed71a1>

National Legislation

MINISTRY OF FAMILY AND SOCIAL SERVICES- Under the National Action Plan of the General Directorate on the Status of Women Women's Empowerment Strategy Action Plan

<https://www.aile.gov.tr/media/6315/kad%C4%B1n%C4%B1n-gue%C3%A7lenmesi-straiesi-belgesi-ve-eylem-plan%C4%BI-2018-2023.pdf>

- National Action Plan on Combating Violence Against Women

<https://www.aile.gov.tr/uploads/ksgm/uploads/pages/kadina-yonelik-siddetle-mucadele-ulusal-eylem-plani/kadina-yonelik-siddetle-mucadele-ulusal-eylem-plani-2Q12-2015-icin-tiklayiniz.pdf>

- Implementing Regulation on the Law No. 6284 on the Protection of the Family and the Prevention of Violence Against Women

<https://www.ailevecalisma.gov.tr/uploads/ksgm/uploads/pages/mevzuat/4-6284-sayili-ailenin-korunmasi-ve-kadina-karsi-siddetin-onlenmesine-dair-kanuna-iliskin-uygulama-yonetmeligi.pdf>

- ŞÖNİM- Regulation on Violence Prevention and Monitoring Centers

<https://www.ailevecalisma.gov.tr/uploads/ksgm/uploads/pages/mevzuat/4-6284-sayili-ailenin-korunmasi-ve-kadina-karsi-siddetin-onlenmesine-dair-kanuna-iliskin-uygulama-yonetmeligi.pdf>

<http://www.ceidizleme.org/ekutuphaneresim/dosya/5021.pdf>

<https://www.aile.gov.tr/media/87064/kadina-yonelik-siddetle-mucadele-iv-ulusal-eylem-plani-2021-2025.pdf>