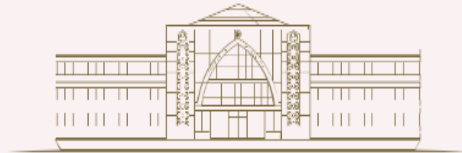




**SIVAS CUMHURİYET UNIVERSITY
GENDER EQUALITY PLAN
2022-2027**



Sivas Cumhuriyet University

Gender Equality Plan 2022-2027

Introduction

The aim of this Gender Equality Plan (GEP) is to identify priority areas of gender equality intervention at Sivas Cumhuriyet University (SCU) and to present a concrete set of actions to be taken from December 2022 to December 2027. The GEP has been introduced in 2021 and national-level institutes and educational institutions will further develop themselves by preparing annual progress reports in line with the guidelines provided by the European Union (EU) and the European Institute for Gender Equality (EIGE) to strengthen gender equality in higher education.

The Gender Equality Plan (GEP) is a strategic instrument that helps outline specific actions that consider both the present challenges and the commitments to promote gender equality in an organization. Therefore, SCU GEP 2022-2027 has been developed to intentionally and methodically ensure equal opportunities for all its members.

The aims of gender equality and equal opportunity are only achievable through concerted efforts from the whole university. On behalf of the administration of Sivas Cumhuriyet University, we declare that it is committed to providing a respectful, safe and equal environment for our students and staff. This prepared Gender Equality Plan will lead and sustain us in our efforts to promote gender equality at Sivas Cumhuriyet University both in policy and practice. We confirm that the decisions taken in this plan (GEP) will be implemented and contribute to the realization of the United Nations Sustainable Development Goal 5 on gender equality.

Institutional Context: Gender at SCU

The following categories have been used to examine the current institutional setting for gender-related papers, policies, and institutions at SCU:

- SCU Gender Policy Documents
- Gender at SCU in Numbers
- Gender-related Human Resources Practices at SCU
- Gender Related Teaching at SCU

SCU Gender Policy Documents

The Board of Trustees gave its blessing to the "Gender Equality Policy Document" in 2022. This statement represents the university's perspective on achieving and advancing gender equality as well as its commitment to upholding its obligations in order to incorporate the principle of gender equality into institutional policy. This paper outlines SCU's approach to attaining gender equality as well as its duties, commitments, and road map. SCU GEP 2022-2027 principally relies on this roadmap as will be shown in the following section.

Gender at SCU in Numbers

Every year, SCU examines the number of students, new student enrolments, scholarship recipients, and alumni across genders, and it publishes the results on its website. According to these data and the new data created for SCU GEP, the last three-year distribution between genders is shown in the table below:

	Female	Male	Female%
Enrolled Students	65695	64270	51%
Upper Secondary Education Students	20210	20906	49%
Undergraduate Students	45485	43364	51%
New Enrolments	21787	21851	50%

Additionally, the number of faculty members across genders has been examined while taking into account their departments and academic jobs positions. The following tables display the data:

Academic Position	Female	Male	Female %
Professor	79	201	%28
Associate Professor	80	171	%32
Assistant Professor	225	225	%50
Instructor	149	213	%41
Research Assistant	302	305	%50
Total	835	1115	%43

Department	Female	Male	Female %
Cumhuriyet Social Sciences Vocational School	20	27	%43
Faculty of Dentistry	63	37	%63
Diyriği Nuri Demirag Vocational School	6	12	%33
Faculty of Pharmacy	13	13	%50
Faculty of Letters	52	61	%46
Faculty of Education	56	69	%45
Faculty of Science	42	55	%43
Gemerek Vocational School	5	8	%39
Gürün Vocational School	10	9	%53
Hafik Kamer Ornek Vocational School	8	11	%42
Faculty of Law	22	29	%43
Faculty of Economics and Administrator Sciences	19	66	%22
Faculty of Theology	18	56	%24
Faculty of Communication	10	20	%33
Imranli Vocational School	2	3	%40
Kangal Vocational School	8	9	%47
Koyulhisar Vocational School	3	5	%38
Faculty of Architecture, Fine Arts and Design	14	6	%70
Faculty of Engineering	37	107	%26
Faculty of Health Sciences	58	9	%87
Vocational School of Healthcare Services	28	14	%67
Faculty of Sports Science	4	21	%16
Vocational School of Suşehri Healty	3	10	%23
Vocational School of Şarkışla Aşık Veysel	10	14	%42
Faculty of Technology	6	21	%22
Faculty of Medicine	203	256	%44
Faculty of Tourism	8	9	%47
Faculty of Veterinary Medicine	12	38	%24
Vocational School of Yıldızeli	14	12	%54
Vocational School of Zara Ahmet Çuhadaroğlu	4	7	%36

Gender-related Human Resources Practices at SCU

Human Resources practices at SCU are primarily regulated by the Law No. 657 on Civil Servants as well as SCU's Directive on Performance Criteria and Academic Appointment and Promotion Criteria. As a result, there is no discrimination against either gender in the hiring, promotion, or pay of academic or administrative staff.

According to Law No. 657 on Civil Servants, female employees are entitled to a 16-week maternity leave, whereas male employees are only allowed a 10-day paternity leave once a child is born.

Gender Related Teaching at SCU

The opening of gender equality courses in undergraduate and graduate degrees is proposed. Each department will be asked for suggestions for courses that deal with gender issues.

The following courses will be introduced to the curriculum during the initial stage.

- Gender and Culture
- Gender and History
- Gender and Law
- Language and Gender
- Gender and Media
- Music and Gender
- Gender Studies
- Sociology of Gender and the Family
- Gender and Space
- Social Psychological Perspectives on Sex and Gender

Gender Equality Action Plan and Basic Priority Areas

1. CAREER DEVELOPMENT

Suggested Action	
○ Gender-sensitive promotion standards should be updated	
Goal	
▪ Determining transparent and flexible criteria for the promotion of personnel.	
Activities	
<ul style="list-style-type: none">- Removing obstacles to women workers' advancement,- Positive discrimination techniques, such as setting quotas in the direction of underrepresented women in management and decision-making,- Equal opportunity for female academicians to be appointed on the basis of merit, while also taking into account circumstances that are unique to women, such as childbirth and menstruation,- Establishing institutional safeguards to ensure academic women have equal access to opportunities (providing nursery facilities, arranging working hours).	
Responsible Unit	Target Period
<ul style="list-style-type: none">• Rectorate• Career Planning Application and Research Centre• Vice Rector for Academic Affairs• Directorate of Personnel Affairs• Faculty/Graduate School/Vocational School	2022-2027
Target	
<ol style="list-style-type: none">1. To 25% improve the current state of the decision-making processes.2. Legislative arrangements to ensure GE-compliant structuring in the coming years.3. For gender equity in hiring procedures, control and oversight are necessary.4. Making a report on the mechanisms' applications that evaluates them.	

2. GENDER EQUALITY POLICIES AND ORGANIZATIONS

Suggested Action	
<ul style="list-style-type: none"> ○ Data collecting with a focus on gender. 	
Goal	
<ul style="list-style-type: none"> ▪ Establishment of sex-disaggregated data collection procedures. 	
Activities	
<ul style="list-style-type: none"> - Introducing the Gender Equality Action plan, - Establishing networks for information and data on gender equality and obtaining assistance from pertinent organizations, - Creation of specialized indicators and disaggregated data collection methods to track the development of gender equality, - Identification of personnel responsible for data collection, - Systematic collection of sex-disaggregated data, - Monitoring and assessing the information presented in the annual activity reports, as well as the strategic plan's execution, - Using the data gathered, making additional arrangements for gender equality, 	
Responsible Unit	Target Period
<ul style="list-style-type: none"> ● Rectorate ● Career Planning Application and Research Centre ● Data Management Office 	2022-2027
Target	
<ol style="list-style-type: none"> 1. Make a yearly plan on gender data collection (surveys, focus groups, interviews, etc.) and coordinate all the relevant units for necessary actions. 2. Annual reports on markers of organizational culture, organizational loyalty, job stress, workload, and work-life balance. 3. Markers of social event participation levels 	

3. GENDER SENSITIVE EDUCATION

Suggested Action	
<ul style="list-style-type: none">○ Guidance on the integration of the gender dimension into curriculum and teaching.○ Increasing the number of courses on gender equality	
Goal	
<ul style="list-style-type: none">▪ Developing and adopting guidelines for integrating the gender dimension into curriculum and teaching,▪ Making more students know about gender equality.	
Activities	
<ul style="list-style-type: none">- Increasing the number of courses on gender equality,- Putting up guidelines for integrating the gender perspective into curriculum and instruction to ensure gender-sensitive teaching methods,- Creating a manual for gender-sensitive business communication and educating staff members about it,- Adding at least one course on gender equality to the university elective course pool,- To balance GE and dispel prejudices when choosing a job, organizing interviews with recent grads who have achieved success in the sector	
Responsible Unit	Target Period
<ul style="list-style-type: none">● Rectorate● Career Planning Application and Research Centre● Corporate Communications Directorate● Vice Rector for Academic Affairs	2022-2027
Target	
<ol style="list-style-type: none">1. Meeting with the relevant units twice a year.2. Opening at least two courses a year, increasing the number of related courses in the following years.	

4. INTEGRATION INTO RESEARCH AND TEACHING CONTENT

Suggested Action	
<ul style="list-style-type: none">○ To organize the BAP Coordination Unit in line with GE sensitive principles.○ Restructuring the team working in research and development units such as the BAP commission, according to GE.○ Work on the subject for proposed projects on GE and related topics a team of experts establishment of a specialist group	
Goal	
<ul style="list-style-type: none">▪ GE sensitive BAP Coordination Unit vision, mission, values and principles,▪ Establishment of a gender specialization group distinct from faculty specialization groups within the BAP.	
Activities	
<ul style="list-style-type: none">- Conducting research to measure the attitudes and perceptions of university staff and students towards gender equality,- Preparing a workshop to be attended by an authorized representative from the faculties and student representatives/related communities.	
Responsible Unit	Target Period
<ul style="list-style-type: none">● Rectorate● Career Planning Application and Research Centre● BAP Coordination Unit● Faculty/Graduate School/Vocational School	2022-2027
Target	
<ol style="list-style-type: none">1. Meeting with the relevant units twice a year.2. At least one event per year.3. Preparation of reports indications of GE and related matters.4. Adjusting BAP researcher support rates according to gender equality.	

5. PREVENTION OF GENDER-BASED VIOLENCE

Suggested Action	
<ul style="list-style-type: none"> ○ Updating the corporate policy document. ○ Guidelines for preventing sexual harassment and violence. ○ Including indicators of gender-based violence in the strategic plan. ○ To increase gender awareness among academics, graduates, and individuals. ○ Awareness Studies. 	
Goal	
<ul style="list-style-type: none"> ▪ Policy document preparation, ▪ Gender identity and its definition, gender features, gender identity and the definitions of gender-based violence, ▪ Conducting awareness and consciousness-raising trainings and creating instructive social media platforms. 	
Activities	
<ul style="list-style-type: none"> - Includes psychological support for people who have experienced and affected gender-based violence, sexual harassment and abuse - Raising the number of security officers during late training sessions, and arranging and lighting the university campus and classrooms for the safety of female students - Contacting local authorities to ensure safe access to university campuses - Carrying out studies to increase the awareness and use of the Women's Support Practice (KADES) - Considering the complaints of victims of violence and sexual harassment seriously, assisting them in speaking out, creating a guide on the safety measures that people exposed to sexual harassment and assault can take, creating a declaration and proof system, setting up an efficient investigation and sanction system, and handling allegations of sexual harassment and assault. respecting the confidentiality principle at the stage - Carrying out studies and activities to prevent violence through traditional and new media 	
Responsible Unit	Target Period
<ul style="list-style-type: none"> ● Rectorate ● Departments ● Faculty/Graduate School/Vocational School ● Department of Strategy Development ● Corporate Contact Centre 	2022-2027
Target	
<ol style="list-style-type: none"> 1. The GE policy document is available on the GE website. 2. Education Program and lesson plans. 3. Prepared and distributed pamphlets and brochures. 4. Number of organized trainings. 	