

Tekirdağ Namık Kemal University

The Gender Equality Action Plan

Justification: According to the Horizon Europe Program covering the years 2021-2027, all higher education institutions, research centers and public institutions must have issued a "The Gender Equality Action Plan" (GEP) in order to be able to apply the calls and receive funding.

Our university is responsible for creating equal opportunities for all academic and administrative staff at Tekirdağ Namık Kemal University. Creating a university environment to support the personal and academic development of our staff is one of our primary objectives. In order to achieve gender equality, our University has been making both academic and institutional adjustments since it was established. Within this framework, an Application and Research Center of Women and Family Studies was founded under the name of the Application and Research Center of Women's Issues by regulation published in the Official Gazette on May 16, 2012 and under Regulation 31352 published in the Official Gazette on January 02, 2021, it was renamed as " Tekirdağ Namık Kemal University the Application and Research Center of Women and Family Studies". A good number of events have been organized by the Center at the institutional level to raise awareness of the academic and administrative staff and students. It is also planned to organize new activities within the framework of the Gender Equality Action Plan that has been designed. In addition, the Department of Women and Family Studies under the body of the Institute of Social Studies offers courses to promote social gender equality, and support the process by providing opportunities for postgraduate theses.

The Gender Equality Action Plan of Tekirdağ Namık Kemal University comprises the following five basic areas:

1. Work life balance and institutional culture
2. Gender balance in leadership and decision making
3. Gender equality in recruitment and career development
4. Integration of gender equality perception into research and educational content
5. Measures against gender-based violence.

In these basics, the current state of our University and the planned actions are presented below.

1. Work-Life Balance and Corporate Culture

The Current Status: The Women and Family Studies Application and Research Center which was established to promote awareness of gender equality within the institution conducts studies on lifelong learning and awareness and operates to carry out research, supportive studies, and practices on women's issues.

- Feedback is received from our internal stakeholders on a regular basis every semester through satisfaction surveys prepared for our university students as well as academic and administrative staff, graduation surveys completed by our students before graduation, meetings with students, focus group interviews and meetings with academic units held by the Rectorate. This feedback helps to evaluate and make arrangements for the services our university provides to its internal stakeholders and it finally allows their contribution to our quality assurance system.

Planned Actions:

- Examining individual and corporate opportunities regarding gender equality through survey data.
- Adding questions to the annual satisfaction surveys to measure gender equality.
- Collecting requests and suggestions of the academic and administrative staff through a questionnaire.

2. Gender Balance in Leadership and Decision Making

The Current Status:

- Special interviews with successful women and female executives are conducted by the Center for the Application and Research Center of Women and Family Studies to promote female role models.
- The decision-making processes are carefully balanced in gender equality on the college committees and commissions.

Planned Actions:

- Increasing private interviews with successful scientists and managers in the field.

3. Gender Equality in Recruitment and Career Development

The Current Status:

- Female academicians are encouraged for their academic advancement.
- Through seminars and interviews organized by the Application and Research Center of Women and Family Studies, academic and administrative staff are being sought to raise awareness of their rights and responsibilities based on gender equality.

Planned Actions:

- Raising awareness of gender equality with new seminars.
- Organizing career development programs.

4. Integration of Gender Equality Perception into Research and Education Content

The Current Status:

- In the Department of Women and Family Studies within the body of the Institute of Social Sciences courses have been included in the syllabus to promote gender equality such as the Violence against Women, Violence and Abuse in Vulnerable Risk Groups in the Family, the Method for Women and Social Gender Research, Women's Rights in the Context of Gender Equality, Social Gender, Women and Health, Gender Discussions, Media and Women, Gender Representation in Local Governments. In addition, compulsory courses are given at the Faculty of Medicine in the graduate and postgraduate levels such as the relationship between gender equality and the health system, and the solutions to the health problems caused by gender inequality.
- The Department of Women and Family Studies, affiliated with the Institute of Social Sciences at our university, provides interdisciplinary work and coordination in social gender research.

Planned Actions:

- Boosting support for project writing and funding by the Project Coordination Office in order to encourage research projects by the academic units and research centers of the university.
- Including gender equality courses in the syllabi of faculties, schools, and vocational schools.

5. Measures Against Gender-Based Violence

The Current Status:

- Awareness raising training is organized by the Application and Research Center of Women and Family Studies on gender-based violence and sexual harassment issues. In addition, there are mandatory courses given on gender-based violence and sexual harassment at graduate and postgraduate level at the Faculty of Medicine.

Planned Actions:

- Recruitment of staff to the Application and Research Center of Women and Family Studies to establish and strengthen support mechanisms for gender-based violence and sexual harassment.