



T.R.

BOLU ABANT İZZET BAYSAL UNIVERSITY

GENDER EQUALITY PLAN

(GEP)

2022

Context

Section I. *General Information*

Section II. *Distribution of Genders in BAIBU*

Section III. *Planned Targets*

Section I. *General Information*

Bolu Abant İzzet Baysal University (BAIBU) Gender Equality Plan has been prepared to provide equal opportunities for the academic and administrative staff of the University in terms of gender in their working lives, by taking the Sustainable Development Goals of the United Nations Development Program into account.

Gender inequality is still one of the most common social problems both in Turkey and throughout the world in particular as a matter of justice and human rights. The problem of gender inequality includes the types of marginalization and discrimination faced by individuals based on gender. This covers all types of current practices and power imbalances concerning social patterns that appear as gender-based violence and discrimination. To attain the target of gender equality, it is required to question the power imbalances and unequal gender dynamics and, encourage fair access to resources and opportunities.

All people must be treated fairly and with dignity without any discrimination based on gender, ethnic origin, belief, sexual orientation, gender identity, nationality, and similar grounds, which is a matter of human rights. As an academic institution embracing universal values, Bolu Abant İzzet Baysal University also accepts this approach. Admission of female academics to institutions of higher education in Turkey began with the establishment of Inas Darulfunun (Women's University) in 1914 and the representation of women increased steadily in the Republican period. Today, according to the data of the Council of Higher Education (YOK), the rate of women among all academics is over 45 percent in 207 higher education institutions, 129 of which are state, 74 are foundation and 4 are foundation vocational schools. Women rate has been given in Table 1. It is obviously seen that 44.56% of employees are woman. In addition, 25.25% of senior academic staff are women in BAIBU.

The conditions for appointment and promotion to academic and administrative staff at BAIBU are based on professional competence. Recruiting qualified people, keeping the motivation of the employees high with a performance appraisal system compatible with the mission, vision, and general strategy of the University, and being able to complete all business processes and tasks effectively and efficiently is among the most important priorities of our university. Consequently, it is aimed to create a fair environment in appointments and promotions, to make the most appropriate career planning for the personnel, and thus to

maximize employee satisfaction and sense of belonging in the workplace. Various opportunities are offered to the teaching staff at BAIBU to continue their professional development and improve their educational skills. Lecturers are regularly encouraged to develop their teaching competencies through self-assessment processes and student feedback.

In summary, the academic and administrative appointment, promotion, and assignment criteria at BAIBU and the practices aiming to increase personnel competency have been internalized and systematized. Inclusivity is emphasized and developed in a way that can set an example for other higher education institutions. These criteria and practices stand out with their gender-neutral features. However, gender-neutral rules and mechanisms may not ensure that women have equal opportunity and representation with men in education, research, and administration due to widespread attitudes towards gender inequality.

For this reason, additional measures have been taken to ensure equality of opportunity between academic and administrative female and male staff at BAIBU. Women, Family and Society Services Application and Research Center (KATUM), which was established within BAIBU, was established to raise awareness about gender issues and to carry out activities for education, research, and communication at national and international level. These activities can be specified in three main groups: i) Studies to raise awareness of gender equality for staff and students, ii) Academic studies, and iii) Public services. The first includes educational activities such as organizing awareness seminars with internal stakeholders and offering elective courses on gender equality issues, the second includes research, various activities such as conferences and exhibitions in Turkey and abroad, and public services include community education and cooperation with public institutions.

Section II. *Distribution of Genders in BAIBU*

Women rate has been given in Table 1. It is obviously seen that 44.56% of employees are woman. In addition, 25.25% of senior academic staff are women in BAIBU. This section provides the information of distribution of woman genders in BAIBU was given in Table 2.

Table 1. Proportion of senior female academics in 2022

	2022
<i>Number of Employees</i>	2.271
<i>Number of academic staff</i>	1.012
<i>Number of senior academic staff</i>	198
<i>Number of female senior academic staff</i>	50

Table 2. Proportion of first-generation female students in BAIBU for 2022.

	2022
<i>Number of Students</i>	30.597
<i>Number of students starting a degree</i>	7.173
<i>Number of first-generation students starting a degree</i>	4280
<i>Number of women starting a degree</i>	3.898
<i>Number of first-generation women starting a degree</i>	2.149

Also, the proportion of women receiving degree from Bolu Abant İzzet Baysal University is seen in Table 3.

Table 3. Proportion of women receiving degrees in 2022.

	2022
<i>Number of Graduates (Total)</i>	5.078
<i>Number of graduates by subject area (STEM, Medicine, Arts & Humanities/Social Sciences): Total</i>	5.078
<i>Number of graduates: STEM</i>	1.048
<i>Number of graduates: Medicine</i>	709
<i>Number of graduates: Arts & Humanities / Social Sciences</i>	3.321
<i>Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total</i>	2.951
<i>Number of female graduates: STEM</i>	389
<i>Number of female graduates: Medicine</i>	504
Number of female graduates: Arts & Humanities / Social Sciences	2.058

Section III. *Planned Targets*

Within Gender Equality Plan, Bolu Abant İzzet Baysal University has regulated plan by using guide Horizon Europe Guidance on Gender Equality Plans for 2022. In the context of plan five key areas were listed and given below.

Five key areas for Gender Equality Plan (GEP):

- I. Work-life balance and organizational culture,
- II. Gender balance in leadership and decision-making,
- III. Gender equality in recruitment and career progression,
- IV. Integration of the gender dimension into research and teaching content,
- V. Measures against gender-based violence including sexual harassment.

I. Work-life balance and organizational culture

Current State	Target	Planned Actions	Responsible Unit
The institution named Women, Family and Society Services Application and Research Center (KATUM) has been established for increase awareness on women's issues and publish scientific work related about gender equality	Increasing the awareness on gender equality within the institution.	Recruitment of support personnel to KATUM	<ul style="list-style-type: none"> ➤ Rectorate ➤ Women, Family and Society Services Application and Research Center (KATUM)
The data on the number of female and male staff in the institution and their distribution according to the units are provided by the İstatistik Danışma Hattı in University	Establishing a digital archive system that will provide gender equality data.	Digital archiving within BAIBU is carried out by the Rectorate.	<ul style="list-style-type: none"> ➤ Rectorate ➤ General Secretary ➤ İstatistik Danışma Hattı

II. Gender balance in leadership and decision-making

Current State	Target	Planned Actions	Responsible Unit
National talks are held every year within the body of KATUM, and leading female researchers, politicians and executives in their fields are invited as guest speakers.	Bringing female role models to the fore.	Increasing the number of talks with leading female scientists and executives in their fields.	<ul style="list-style-type: none"> ➤ Academic Units ➤ KATUM

III. Gender equality in recruitment and career progression

Current State	Target	Planned Actions	Responsible Unit
Position-based career tables have been created for administrative staff.	Maintaining female employment rates.	Paying attention to balancing gender equality in the appointment criteria.	<ul style="list-style-type: none"> ➤ Rectorate ➤ General Secretary ➤ Academic Units
Seminars and talks organized by KATUM.	Raising awareness of administrative and academic staff on their rights and responsibilities based on gender equality.	<p>Increasing awareness on gender equality with new seminars.</p> <p>Preparing female executive development programs.</p>	<ul style="list-style-type: none"> ➤ Academic Units ➤ KATUM

IV. Integration of the gender dimension into research and teaching content

Current State	Target	Planned Actions	Responsible Unit
Projects carried out by the academic units.	Ensuring interdisciplinary studies and coordination in gender studies. Encouraging research projects carried out by the University's academic units and research centers.	Providing support in project writing and fundraising.	➤ Project Development and Technology Transfer Office (TTO)

V. Measures against gender-based violence including sexual harassment

Current State	Target	Planned Actions	Responsible Unit
Regular and continuous in-house training activities on gender-based violence and sexual harassment	Raising awareness of academic and administrative staff on gender-based violence and sexual harassment	Organizing awareness trainings on gender-based violence and sexual harassment for academic and administrative staff	➤ KATUM
Increasing students' awareness on these issues	Including gender-based violence and sexual harassment topics in orientation courses	Additions to the content of orientation courses	➤ Rectorate ➤ KATUM
Lack of support mechanisms	Establishing and strengthening support mechanisms on gender-based violence and sexual harassment	Recruitment of support personnel to KATUM	➤ Rectorate ➤ KATUM



The object of the Gender Equality Plan is to ensure the continuity of gender-based egalitarian working conditions for all employees of our university and to diversify in-house practices. In line with this objective, it is aimed to develop institutional strategies and mechanisms that support career and performance development, inclusive dialogue and lifelong learning, and combat glass ceiling syndrome, sexual harassment, and assault.

University's planned targets in these main areas for 2022, actions to be taken, responsible units, resources and mechanisms are presented.

Sincerely,

Prof. Dr. Mustafa ALIŞARLI

Rector