



# GENDER EQUALITY PLAN

## 2022 - 2025





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## BURSA ULUDAG UNIVERSITY GENDER EQUALITY PLAN

### 1. BURSA ULUDAG UNIVERSITY GENDER EQUALITY POLICY

In 2017 Member States reached the European Consensus on Development "Our world, our future, our dignity" which set up the framework for the EU response to 2030 Agenda for Sustainable Development, adopted by the United Nations in 2015. The 2030 Agenda of UN lays out the 17 Sustainable Development Goals (SDGs), and its 169 targets and 195 nations agreed that they can change the world for the better. The EU has committed to implement the SDGs both in its internal and external policies and play an active role to maximize progress towards the SDGs.

Sustainable Development Goal 5 (SDG 5) concerns gender equality, with the official wording of "Achieve gender equality and empower all women and girls". Based on the fact that gender inequality is a major problem locally, nationally and globally; gender equality policies both in society and working environments deserve a vital attention.

Bursa Uludag University, with its vision of producing universal knowledge, contributing to the society by educating qualified students, through providing quality service and integrating with the industrial city, Bursa, aims to create a gender-equal working environment in the campus. BUU Gender Equality Plan places ensuring gender equality in BUU campus as a priority.

Following the approach of Gender Equality Policy of the United Nations Human Rights Commission, BUU Gender Equality Policy contains a policy which is common for all the stakeholders of BUU; academic staff, administrative staff and students. The idea is here to make women's, as well as men's concerns and experiences, an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes; and this in all activities in the university, so that women and men benefit equally, thereby ensuring that inequality is not perpetuated. Protection of women's human rights and the elimination of discrimination against women is the main logic of the plan. The ultimate goal is to achieve gender equality.

### 2. BURSA ULUDAG UNIVERSITY GENDER EQUALITY PLAN OBJECTIVES

Three objectives underpin the European Commission's strategy on gender equality in research and innovation policy:

1. Fostering equality in scientific careers;
2. Ensuring gender balance in decision-making processes and bodies;
3. Integrating the gender dimension in research and innovation content.





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In accordance with the Commission's strategy, BUU Gender Equality Plan includes the following objectives for ensuring a gender-equal working environment in both scientific and administrative work processes:

### Objective 1. Creating gender-equal working environments for academic staff

**Target 1.1.** Monitoring gender equality in scientific careers

**Target 1.2.** Supporting gender equality research in BUU

**Target 1.3.** Ensuring the academic staff to be aware of gender equality plan/policy/objectives/actions of BUU

**Target 1.4.** Providing timely evidence on gender equality among academic staff based on related dimensions (see 4.Dimensions and Actions).

**Target 1.5.** Applying and monitoring related actions and reporting the results (see 4.Dimensions and Actions).

### Objective 2. Creating gender-equal working environments for administrative staff

**Target 2.1.** Monitoring gender equality in administrative careers

**Target 2.2.** Ensuring the administrative staff to be aware of gender equality plan/policy/objectives/actions of BUU

**Target 2.3.** Providing timely evidence on gender equality among administrative staff based on related dimensions (see 4.Dimensions and Actions).

**Target 2.4.** Applying and monitoring related actions and reporting the results

### Objective 3. Building gender-equal learning environments for students

(see 4.Dimensions and Actions).

**Target 3.1.** Monitoring gender equality in learning environments

**Target 3.2.** Supporting gender equality training in BUU

**Target 3.3.** Ensuring students to be aware of gender equality plan/policy/objectives/actions of BUU





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**Target 3.4.** Providing timely evidence on gender equality among students based on related dimensions (see 4.Dimensions and Actions).

**Target 3.5.** Applying and monitoring related actions and reporting the results (see 4.Dimensions and Actions).

### Objective 4. Ensuring gender equality in top management decision-making

**Target 4.1.** Monitoring gender balance among top management staff

**Target 4.2.** Ensuring top management to be aware of gender equality plan/policy/objectives/actions of BUU

**Target 4.3.** Providing timely evidence on gender equality among top management staff based on related dimensions (see 4.Dimensions and Actions).

**Target 4.4.** Applying and monitoring related actions and reporting the results (see 4.Dimensions and Actions).

### 3. SITUATION ANALYSIS IN BURSA ULUDAG UNIVERSITY

Bursa Uludag University Gender Equality Plan whose main frame conducted above is embodied to prevent all types of gender based discrimination, action and behaviour. The problems and solution offers stated in this plan are based on the data and situation analysis. BUU GEP includes the principle of execution, information and progress details. For an introductory study, a gender equality survey has already been completed. In this section data related to gender equality and diversity is introduced. This information will be renewed on a yearly basis. As a note, the early results of the gender equal survey provide evidence about the balance of gender inside the campus in means of numbers. Based on this data, in our university, gender balance has already been achieved in terms of number of students, academic and administrative staff. For further studies, perception analysis and much more deeper surveys have been included in actions (see 4.Dimensions and Actions).

UNIVERSITY STAFF			
TITLE	WOMEN	MEN	TOTAL
Rector	-	1	1
Vice Rector	-	3	3
Dean	3	12	15
Vice Dean	17	13	30
Head of Department	50	84	134
Co-Head of Department	33	25	55
Principal of Vocational School	2	15	17
Vice Principal of Vocational School	13	19	32
Head of Administrative office	2	6	8
Manager of Branch	7	20	27

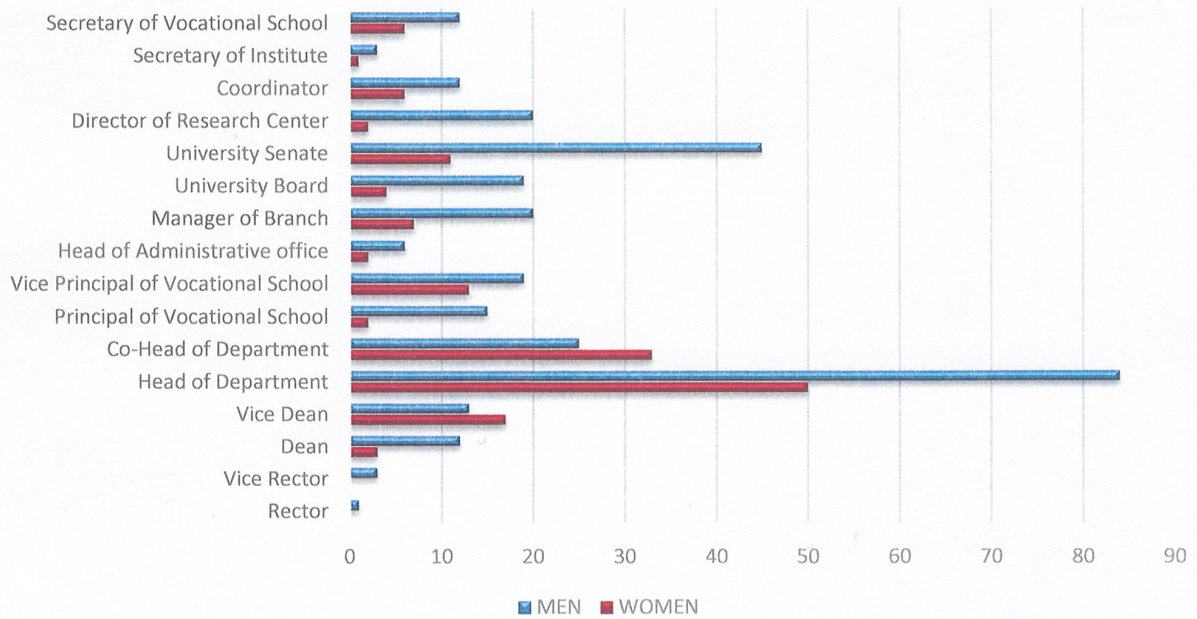




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University Board	4	19	23
University Senate	11	45	56
Director of Research Center	2	20	22
Coordinator	6	12	18
Secretary of Institute	1	3	4
Secretary of Vocational School	6	12	18
Total Number Of Academic Staff	1246	1289	2535
Total Number of Administrative Staff	1093	806	1899

### Gender Equity in University Management



#### ACADEMIC STAFF (TITLE BASED)

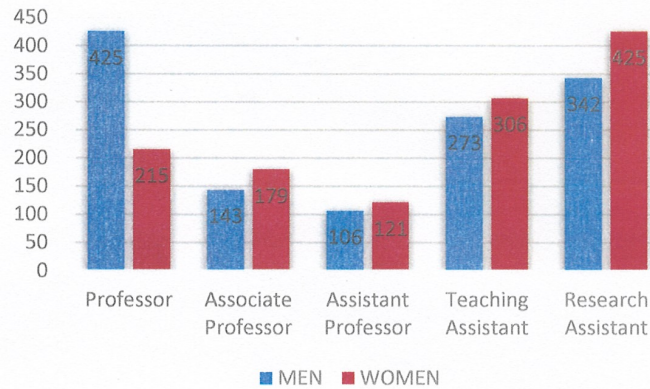
TITLE	MEN	WOMEN
Professor	425	215
Associate Professor	143	179
Assistant Professor	106	121
Teaching Assistant	273	306
Research Assistant	342	425
TOTAL	1289	1246





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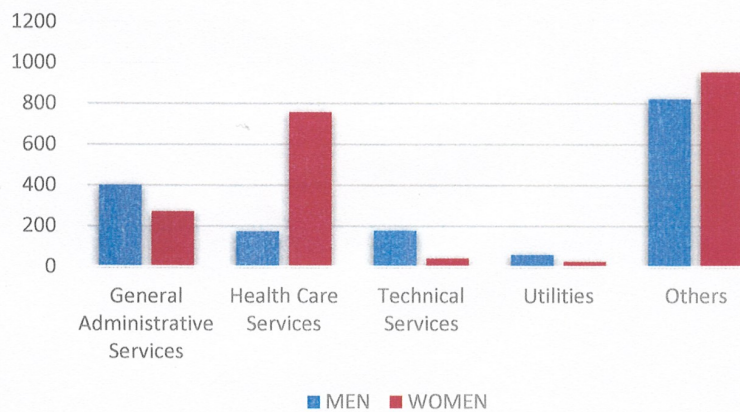
### ACADEMIC STAFF (TITLE BASED)



### ADMINISTRATIVE STAFF (BRANCH BASED)

BRANCH	MEN	WOMEN
General Administrative Services	399	270
Health Care Services	172	755
Technical Services	175	40
Utilities	57	25
Others	821	953
<b>TOTAL</b>	<b>1627</b>	<b>2046</b>

### ADMINISTRATIVE STAFF (BRANCH BASED)



### REGISTERED STUDENTS (2021-2022)

FACULTIES	WOMEN	MEN
Faculty of Medicine	1052	1089
The Faculty of Economics and Administrative Sciences	5200	6947
Faculty of Engineering	1389	4726

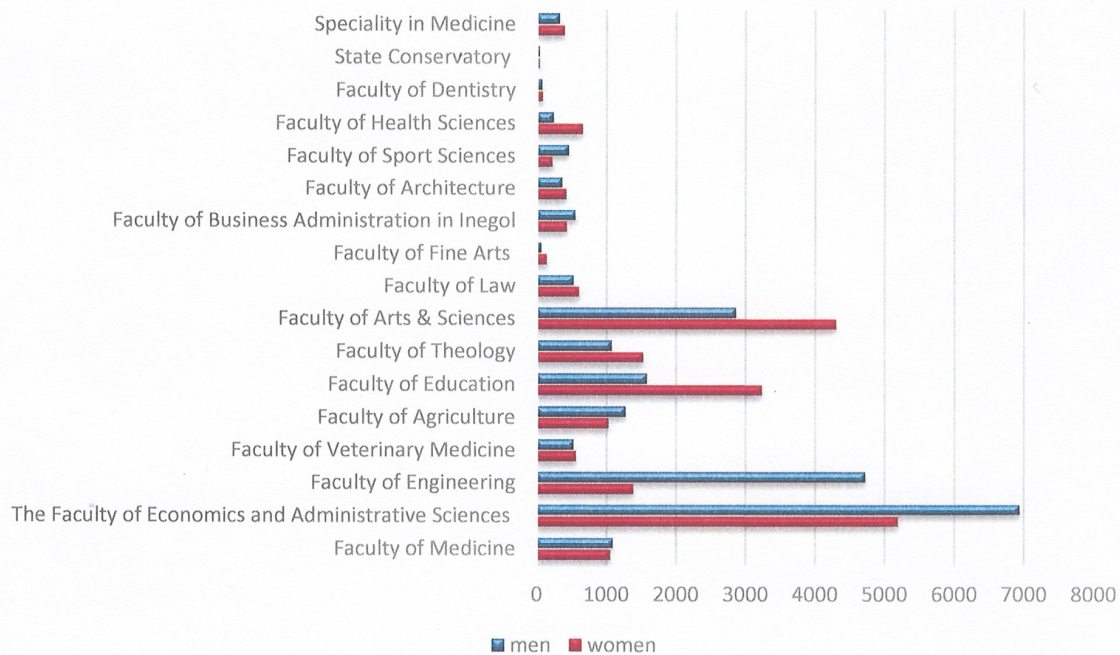




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Faculty of Veterinary Medicine	557	525
Faculty of Agriculture	1026	1274
Faculty of Education	3241	1577
Faculty of Theology	1525	1072
Faculty of Arts & Sciences	4302	2864
Faculty of Law	603	524
Faculty of Fine Arts	140	57
Faculty of Business Administration in Inegöl	427	552
Faculty of Architecture	414	353
Faculty of Sport Sciences	221	449
Faculty of Health Sciences	652	233
Faculty of Dentistry	74	67
State Conservatory	37	35
Speciality in Medicine	388	321
<b>TOTAL</b>	<b>21.248</b>	<b>22.665</b>

### Registered Students in Faculties



### REGISTERED STUDENTS (2021-2022)

<b>VOCATIONAL SCHOOLS</b>	<b>WOMEN</b>	<b>MEN</b>
Vocational School of Health Services	811	393
Vocational School of Technical Sciences	1441	4463

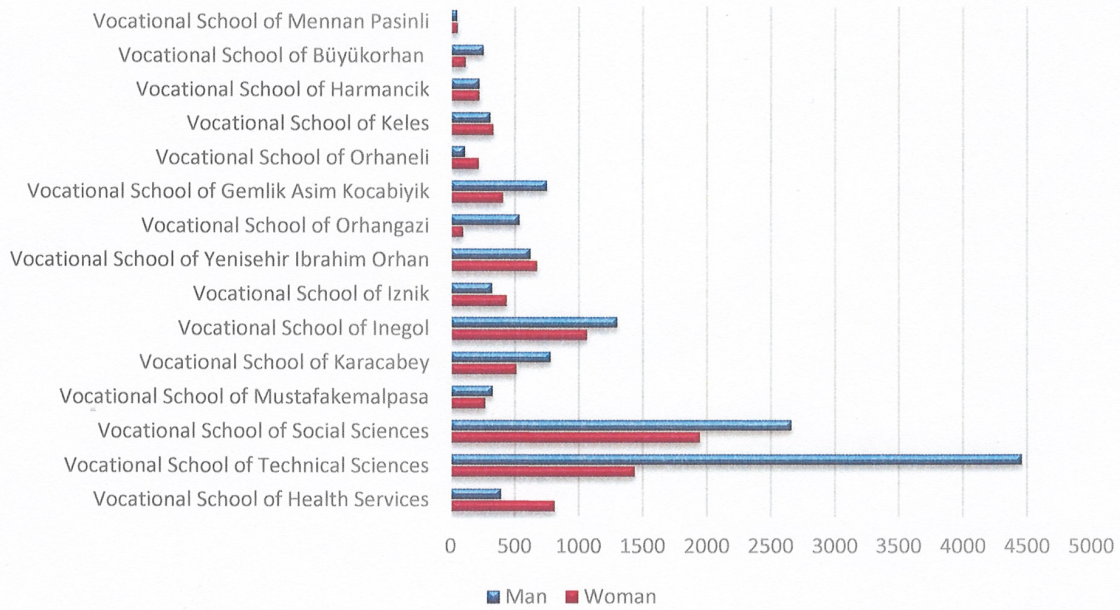




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Vocational School of Social Sciences	1950	2665
Vocational School of Mustafakemalpasa	269	326
Vocational School of Karacabey	515	778
Vocational School of Inegol	1064	1302
Vocational School of Iznik	435	322
Vocational School of Yenisehir Ibrahim Orhan	673	620
Vocational School of Orhangazi	93	535
Vocational School of Gemlik Asim Kocabiyik	409	750
Vocational School of Orhaneli	219	108
Vocational School of Keles	333	310
Vocational School of Harmancik	223	222
Vocational School of Büyükorhan	113	258
Vocational School of Mennan Pasinli	52	49
<b>TOTAL</b>	<b>8600</b>	<b>13101</b>

### Registered Students in Vocational School



Registered Students in Institutes (2021-2022)	Master		Doctorate	
	W	M	W	M
Institute of Natural Sciences	815	963	316	450
Institute of Social Sciences	1058	796	378	544

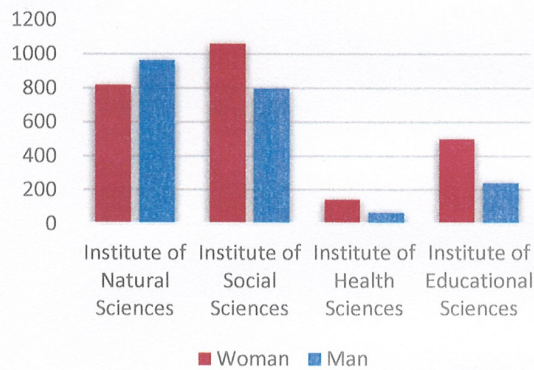




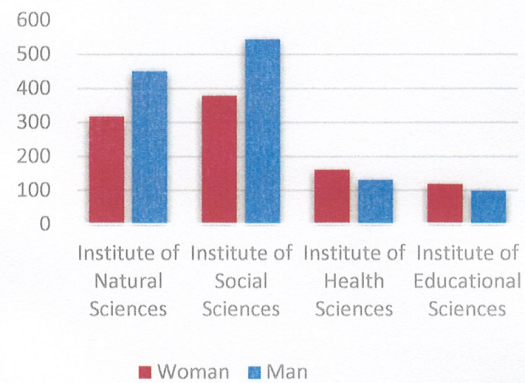
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Institute of Health Sciences	139	64	160	130
Institute of Educational Sciences	496	239	117	98
<b>TOTAL</b>	<b>2508</b>	<b>2062</b>	<b>971</b>	<b>1222</b>

### Master Students



### Doctorate Students



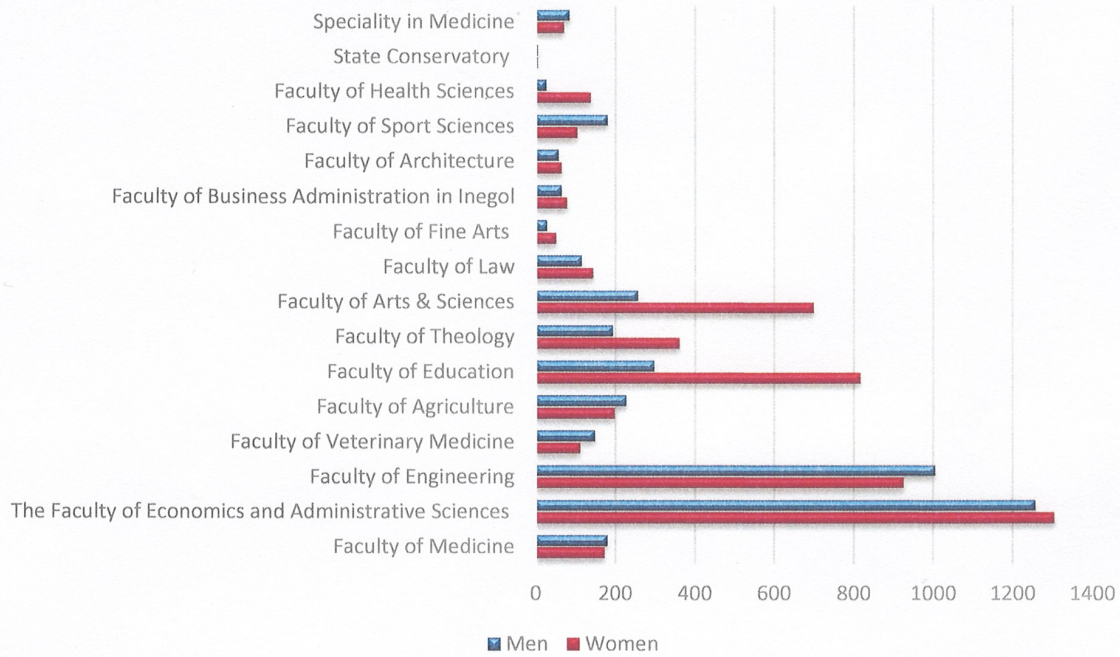
### GRADUATED STUDENTS (2021-2022)

<b>FACULTIES</b>	<b>WOMEN</b>	<b>MEN</b>
Faculty of Medicine	173	180
The Faculty of Economics and Administrative Sciences	1306	1258
Faculty of Engineering	937	1006
Faculty of Veterinary Medicine	111	148
Faculty of Agriculture	199	228
Faculty of Education	818	298
Faculty of Theology	362	194
Faculty of Arts & Sciences	700	256
Faculty of Law	143	115
Faculty of Fine Arts	50	27
Faculty of Business Administration in Inegöl	78	64
Faculty of Architecture	64	56
Faculty of Sport Sciences	103	180
Faculty of Health Sciences	138	26
Faculty of Dentistry	-	-
State Conservatory	5	5
Speciality in Medicine	70	84
<b>TOTAL</b>	<b>5.257</b>	<b>4.125</b>





## Students Graduated from Faculties in 2020-2021

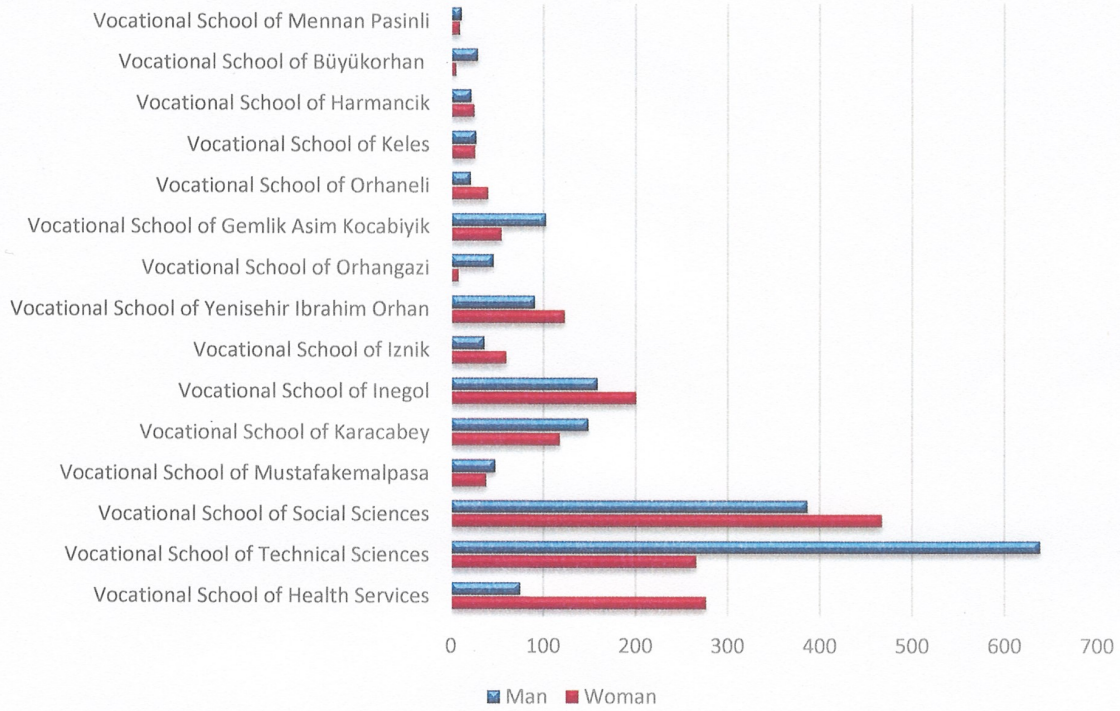


### GRADUATED STUDENTS (2021-2022)

VOCATIONAL SCHOOLS	WOMEN	MEN
Vocational School of Health Services	277	75
Vocational School of Technical Sciences	266	639
Vocational School of Social Sciences	468	387
Vocational School of Mustafakemalpasa	38	48
Vocational School of Karacabey	118	149
Vocational School of Inegöl	201	159
Vocational School of Iznik	60	36
Vocational School of Yenisehir Ibrahim Orhan	123	91
Vocational School of Orhangazi	8	46
Vocational School of Gemlik Asim Kocabiyik	55	103
Vocational School of Orhaneli	40	21
Vocational School of Keles	32	34
Vocational School of Harmancik	25	22
Vocational School of Büyükşehir	5	36
Vocational School of Mennan Pasinli	9	11
TOTAL	1.725	1.857



### Students Graduated from Vocational Schools in 2020-2021

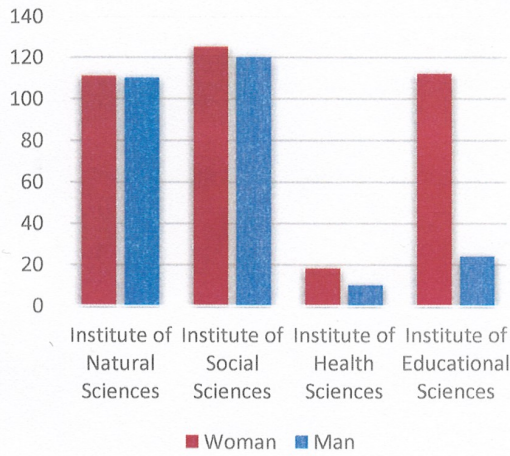


Graduated Students in Institutes (2020-2021)	Master		Doctorate	
	W	M	W	M
Institute of Natural Sciences	111	110	16	18
Institute of Social Sciences	125	120	37	43
Institute of Health Sciences	18	10	9	15
Institute of Educational Sciences	112	24	10	9
<b>TOTAL</b>	<b>366</b>	<b>264</b>	<b>72</b>	<b>85</b>

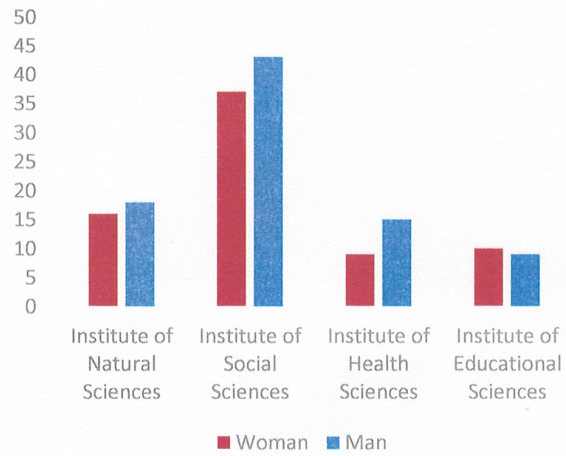




**Students Graduated from Master**



**Students Graduated from Doctorate**



#### 4. DIMENSIONS AND ACTIONS

In accordance with the European Commission Gender Equality Strategy for 2020-2025, BUU Gender Equality Plan follows the following five thematic areas which have been recommended for content. The plan includes planned actions for the development of each dimension in the BUU campus for the time period of 2022-2024. For the planned actions the responsibilities have been assigned to:

- Rector
- Gender Equality Committee (GEC)
- BUU Sustainable Campus Coordinatorship
- BUU Women and Family Studies Application and Research Center (UKAM)
- BUU Career Application and Research Center (KARMER)
- BUU Continuous Education Application and Research Center (ULUSEM)
- BUU Security Management
- BUU Human Resources Department (Staff Management)

##### 4.1. Work-life balance and organisational culture

Despite believing and supporting gender equality, Bursa Uludağ University lacks an organisation to develop, supervise and control the gender equality program. For the purpose of providing this requirement, Bursa Uludağ University will establish a Gender Equality Committee (GEC) which will be affiliated to the Bursa Uludağ University General Secretary. The committee members will include representatives from academic staff, administrative staff and students. GEC will meet on regular bases for GEP progress. Members of the committee should have enough knowledge of gender equality, preferably members should





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have worked on this matter. All the work and meetings conducted by GEC should be reported to the university administration.

**Diagnosis:** Bursa Uludağ University already has some of the basic data to analyse gender related problems. But to make progress and create a university community which ensures gender equality, Bursa Uludağ University needs to collect more data and create a data collection. Data collecting process needs the work of GEC. Those collection should comprise sex/gender disaggregated data on personnel (both academic and administrative) and students and also annual reporting based on indicators.

**Continuous Training:** GEC should start a continuous training plan on gender equality which is coordinated by Uludag University General Secretary to create awareness and inform academics, students, administrative and other staff. All members of the University will be asked to mandatorily attend this training. The plan should be revamped on a regular basis.

**Monitoring and Evaluation:** All works and activities related to GEP should be filed in the University Annual Report and presented to Uludağ University Rectorate.

Dimension	Thematic Area	Aim	Planned Actions	Time Planning	Responsibility	Performance indicator/measure
Organizational culture	Leadership	Determining the responsible mechanisms for gender equality actions	Establishment of Gender Equality Committee (GEC)	2022	Rector	Action reports of GEC
Work life balance	Data collection process	Providing evidence for gender equality in BUU	Conducting comprehensive surveys about gender equality in campus	2022-2023-2024	GEC UKAM Sustainable Campus Coordinatorship	Survey results
Organizational culture	Gender equality awareness	Mainstreaming the gender equality awareness	Establishing working teams dedicated to specific gender equality topics	2022	GEC UKAM Sustainable Campus Coordinatorship	Establishment of at least 3 working teams

### 4.2. Gender balance in leadership and decision-making

**Diagnosis:** The under-representation of women in decision-making processes in BUU have been evidenced already with the survey results of:

- BUU University Board 17% of women representation
- BUU Senate 20% of women representation





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The causes for the under-representation of women in decision-making processes and positions should be determined and the mechanisms for supporting the fair representation of women in decision-making processes should be provided.

Dimension	Thematic area	Aim	Planned actions	Time planning	Responsibility	Performance indicator/measure
Gender balance in decision making	Leadership	Improving gender balance in decision making processes	Ensuring the maintenance of gender balance	2022-2023-2024	Rector	All commissions to have at least 40% female members
Gender balance in leadership and decision-making	Training	Decreasing the knowledge gap on gender equality of top management staff	Planning gender equality training programs for top management staff	2022	GEC UKAM ULUSEM	At least 50% of top management staff attend to training

### 4.3. Gender equality in recruitment and career progression

**Diagnosis:** The data concerning gender equality in recruitment and career progression have not been provided in BUU. The data should be collected as empirical evidence and top management should be informed and advice should be presented about improving gender equality in progressions.

Dimension	Thematic area	Aim	Planned actions	Time planning	Responsibility	Performance indicator/measure
Gender equality in career progression	Time-bound status	Balancing the career progression among men and women	Determination of time-bound status of women and men in career progression in relation to academic staff	2022	BUU Human Resources Department (Staff Management) KARMER	Survey results Advices to top management
Gender equality in recruitment	Gender balance	Balancing the recruitment among men and women	Gender equality in recruitment	2022	Rectorate	Survey results Advices to top management

### 4.4. Integration of the gender dimension into research and teaching content

**Diagnosis:** Although the researchers of BUU have valuable studies about gender-related fields, a systematic data collection has not been provided. BUU researchers need to be supported and encouraged for conducting gender-related research.





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Contributing to the research capacity of BUU academic staff concerning gender equality is one of the objectives of BUU GEP. The researchers in BUU will be supported for conducting gender-related fields of research.

Activities to integrate the gender dimension in teaching will include: Mainstreaming gender awareness in all curricula and developing new knowledge and training methods for students and researchers in fields where sex and gender analysis is of special relevance.

Dimension	Thematic area	Aim	Planned actions	Time planning	Responsibility	Performance indicator/measure
Integration into teaching content	Training	Decreasing the knowledge gap on gender equality of academic staff	Planning gender equality training programs for academic staff	2022	GEC UKAM ULUSEM	At least 50% of academic staff attend to training
Integration into research content	Data collection	Determination of research capacity of BUU on gender - related issues	Collecting data from the researchers of BUU about their gender-related studies	2022	UKAM	BUU Gender-related Issues Research Report
Integration into research content	Research	Promoting gender equality research in BUU	Organization of research workshops on gender equality	2023	GEC UKAM	At least 100 researchers attend to workshops
Integration into teaching content	Curriculum	Integrating gender equality issues in teaching content	Providing curriculum for gender equality training	2023	GEC UKAM	At least 50 academicians include the curriculum in their teaching content

### 4.5. Actions against gender-based violence

**Diagnosis:** A systematic data collection has not been provided about the gender-based violence in BUU. Awareness and training activities should be organized for BUU staff, both academic and administrative in order to provide individual actions against gender-based violence.

Dimension	Thematic area	Aim	Planned actions	Time planning	Responsibility	Performance indicator/measure
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Gender based violence	Data collection	Determination of gender-based violence perceptions of BUU staff	Collecting data from academic and administrative staff of BUU about their perceptions	2022	UKAM BUU Security Management	BUU Gender Based Violence Report
Gender based violence	Awareness	Increasing awareness on gender based violence	Preparation of brochures, leaflets, posters on gender based violence	2022-2023	GEC UKAM	Distribution of at least 5000 brochures Presentation of posters in the buildings of campus
Gender based violence	Training	Decreasing the knowledge gap on gender based violence	Including gender based violence topic to the gender equality training programs	2022-2023	GEC UKAM ULUSEM	At least 50% of academic staff attend to training

BURSA ULUDAG UNIVERSITY

RECTOR

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