




**CAPPADOCIA  
UNIVERSITY**  
— Logic - Wisdom - Equality - Tradition —

# GENDER EQUALITY ACTION PLAN

 <b>CAPPADOCIA</b> <b>UNIVERSITY</b> <small>Logic-Wisdom-Equality-Tradition</small>	<b>GENDER EQUALITY</b> <b>ACTION PLAN</b>	Document	KÜN.PL.02
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## 1. RATIONALE


Gender roles and responsibilities are shaped by society and dominant culture. These roles and responsibilities can vary across different societies and over time; however, current national and international policies sometimes deepen inequalities, often putting women at a disadvantage. Gender inequality often results in women experiencing more challenging conditions in areas such as health, education, workforce participation, and social life. Integrating gender equality into policies, strategies, and practices is crucial to empower and improve the status of women, who constitute half of the world's population.

The United Nations (UN) General Assembly adopted the Universal Declaration of Human Rights on December 10, 1948. This declaration proclaimed that every individual is entitled to human rights and freedoms, regardless of religion, language, race, color, gender, political opinion, or national origin. Subsequently, in 1979, the UN adopted the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). This convention highlighted that existing human rights documents and international law did not adequately address women's issues, leading to the concept of "Women's Human Rights" gaining broader recognition in international legal frameworks.

As a member of the UN, Turkey has adopted the UN's 2030 Sustainable Development Goals. It is also a signatory to CEDAW, adopted by the UN General Assembly on December 19, 1979, with Resolution 34/180. Article 10 of the Turkish Constitution states, "Everyone is equal before the law without discrimination based on language, race, color, gender, political opinion, philosophical belief, religion, sect, or similar reasons."

Article 10 of the Constitution of the Republic of Turkey establishes that implementing gender equality is the state's duty and ensures that measures taken toward this goal cannot be interpreted as contrary to the principle of equality (Additional paragraph: 7/5/2004-5170/1 Article).

Universities are institutions that should lead in promoting an equitable perspective on gender equality and fostering a fair working environment. One of the primary goals of universities is to adopt an egalitarian and inclusive approach in all activities and processes.

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Furthermore, TÜBİTAK identified in 2019 that gender imbalances exist in Turkish universities regarding academic positions, decision-making mechanisms, grant and patent applications, and award processes. To address this issue, TÜBİTAK published “Policy Principles for Increasing the Participation of Female Researchers in Processes.”

Through its Gender Equality Policy Document, Cappadocia University aims to take necessary measures against inequalities based on gender discrimination, establish and promote a fair working, research, and educational environment, and extend this environment within a framework of social responsibility. This Gender Equality Action Plan has been prepared to achieve these objectives.

## 2. CURRENT SITUATION

Tables showing the gender representation ratios among the academic and administrative staff at our university are presented below.

Table 1. Gender distribution among all employees at KÜN

Gender	Count	Ratio (%)
Female	330	50
Male	328	50

Table 2. Gender distribution among academic unit administrators

Gender	Count	Ratio (%)
Female	36	48
Male	39	52

Table 3. Gender distribution among academic unit personnel

Gender	Count	Ratio (%)
Female	191	49
Male	197	51

Table 4. Gender distribution among administrative unit directors

Gender	Count	Ratio (%)
Female	7	33
Male	14	67

Table 5. Gender distribution among administrative unit personnel

Gender	Count	Ratio (%)
Female	139	51
Male	131	49


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Table 6. Gender distribution among senior boards (Board of Trustees, Senate, University Administrative Board, Faculty Boards, etc.)

Gender	Count	Ratio (%)
Female	32	41
Male	46	59

Table 7. Gender distribution among subcontracted workers

Gender	Count	Ratio (%)
Female	53	60
Male	36	40

Table 8. Gender distribution among Associate Degree students

Gender	Count	Ratio (%)
Female	2127	53
Male	1888	47

Table 9. Gender distribution among Undergraduate students


Gender	Count	Ratio (%)
Female	1850	61
Male	1197	39

Table 10. Gender distribution among Master's Degree student

Gender	Count	Ratio (%)
Female	308	50
Male	309	50

Table 11. Gender distribution among Doctoral students

Gender	Count	Ratio (%)
Female	6	32
Male	13	68

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### 3. KEY AREAS, OBJECTIVES, AND ACTIONS

Cappadocia University commits to carrying out efforts across the university aligned with the areas and objectives specified below as part of the Gender Equality Plan. The foundation of the Cappadocia University Gender Equality Action Plan is the UN Sustainable Development Goal (SDG) 5.

**The KÜN Gender Equality Plan encompasses seven key areas:**

1. Integration of the Gender Equality Action Plan into institutional culture
2. Maintaining a balance between professional work life and personal life
3. Ensuring equal representation in governance and decision-making mechanisms
4. Observing gender equality in recruitment and promotion processes
5. Including gender equality efforts in course content and research
6. Taking measures against sexual harassment, gender-based violence, and discrimination
7. Conducting monitoring and evaluation efforts

WITHIN THIS FRAMEWORK, THE OBJECTIVES OF THE KÜN GENDER EQUALITY ACTION PLAN ARE AS FOLLOWS:

**OBJECTIVE 1:** Establish an institutional culture and organizational structure based on gender equality

**OBJECTIVE 2:** Conduct efforts to maintain a balance between professional work life and personal life

**OBJECTIVE 3:** Organize awareness activities for academic and administrative staff and students


**OBJECTIVE 4:** Increase merit-based representation of women in senior and middle management positions

**OBJECTIVE 5:** Adopt gender equality-based practices in recruitment and promotion processes


**OBJECTIVE 6:** Execute educational, research, and community engagement processes in the field of gender equality

**OBJECTIVE 7:** Identify requirements and implement regulations to ensure a safe living environment on campus


**OBJECTIVE 8:** Carry out monitoring and evaluation activities

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AREA	OBJECTIVE	ACTIONS	RESPONSIBLE UNIT	IMPLEMENTING UNIT	SDG
Integration of the Gender Equality Action Plan into institutional culture	OBJECTIVE 1: Establish an institutional culture and organizational structure based on gender equality	1.1. Establishment of the Gender Equality Commission	General Secretariat	Gender Equality Commission	SDG 5 SDG 8 SDG 10 SDG 16 SDG 17
		1.2. Promotion of a zero-tolerance policy against gender-based rights violations			
		1.3. Development of an institutional policy on gender equality			
		1.4. Preparation of the Gender Equality Policy Document			
	OBJECTIVE 3: Organize awareness activities for academic and administrative staff and students	3.1. Designing and conducting seminars and workshops for academic and administrative staff to foster an equitable culture and raise awareness on gender equality	General Secretariat	Gender Equality Commission	SDG 5 SDG 10
		3.2. Organizing seminars and workshops to prevent language-based discrimination in internal and external communications			
		3.3. Reviewing representation images and expressions used in all digital and printed materials, such as posters, brochures, and videos			
		3.4. Ensuring gender balance among invited speakers at university-wide events			
Maintaining a balance between professional work life and personal life	OBJECTIVE 2: Conduct efforts to maintain a balance between professional work life and personal life	2.1. Conducting a needs analysis to identify requirements related to balancing professional work life and personal life	General Secretariat	Gender Equality Commission	SDG 5 SDG 8 SDG 10
		2.2. Providing preschool education services for the children of university staff			
		2.3. Adjusting the number and schedules of shuttle services, taking seasonal safety measures into consideration			

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Ensuring equal representation in governance and decision-making mechanisms	OBJECTIVE 4: Increase merit-based representation of women in senior and middle management positions	4.1. Determining the number of women in middle and senior management and ensuring that the overall percentage does not fall below 50%, based on merit	General Secretariat	Gender Equality Commission	SDG 5 SDG 10
Observing gender equality in recruitment and promotion processes	OBJECTIVE 5: Adopt gender equality-based practices in recruitment and promotion processes	5.1. Conducting a gender-based analysis of data such as employee profiles, salaries, and promotion rates 5.2. Developing practices that promote and ensure gender equality in promotion and recruitment processes 5.3. Providing clear and transparent job advertisements without gender discrimination 5.4. Emphasizing "equal opportunity employer" in job advertisements 5.5. Preventing gender-based salary inequalities 5.6. Regularly collecting feedback from employees and responding promptly and effectively to complaints related to gender-based discrimination	General Secretariat	Gender Equality Commission	SDG 5 SDG 8 SDG 10
Including gender equality efforts in course content and research	OBJECTIVE 6: Execute educational, research, and community engagement processes in the field of gender equality	6.1. Supporting academic publications and projects focused on gender diversity 6.2. Supporting social responsibility activities and events by student clubs related to gender equality 6.3. Supporting social responsibility activities and events by academic units related to gender equality 6.4. Increasing the number of mandatory, elective field, and non-field courses offered university-wide by faculty members specializing in gender equality	Academic Units & Scientific Research Projects Technology Transfer and Projects Management Office	Gender Equality Commission	SDG 4 SDG 5 SDG 10

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Taking measures against sexual harassment, gender-based violence, and discrimination	<b>OBJECTIVE 7:</b> Identify requirements and implement regulations to ensure a safe living environment on campus	7.1. Implementing policies to prevent sexual harassment and sexual assault 7.2. Developing and conducting the KÜN Perceived Safe Campus Survey 7.3. Ensuring that all physical areas of the university, including on-campus locations, parking areas, and dormitories, are made fully secure with necessary improvements, such as lighting, where needed for staff and students to feel completely safe 7.4. Establishing open, accessible, and secure complaint and reporting channels throughout campuses and dormitories 7.5. Implementing policies to protect the confidentiality of violence and harassment victims 7.6. Creating an effective mechanism to ensure complaints are investigated promptly, fairly, and transparently 7.7. Consulting with experts in combating sexual harassment and/or violence during investigation processes 7.8. Regularly reporting the number and outcomes of complaints related to gender-based violence and harassment	General Secretariat	Gender Equality Commission	SDG 5 SDG 8 SDG 10 SDG 16 SDG 17
	<b>OBJECTIVE 3:</b> Organize awareness activities for academic and administrative staff and students	3.1. Organizing seminars to raise awareness on sexual harassment and gender-based violence for all academic and administrative staff, including dormitory managers and staff, as well as students	General Secretariat	Gender Equality Commission	SDG 5 SDG 8 SDG 10 SDG 16 SDG 17

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Carry out monitoring and evaluation activities	OBJECTIVE 8: Carry out monitoring and evaluation activities	8.1. Conducting an annual assessment and preparing a report within the framework of the main themes and objectives set out in the Gender Equality Action Plan	General Secretariat	Gender Equality Commission	SDG 5 SDG10	

In this framework, the implementation of the Gender Equality Action Plan, based on the SDGs and covering a five-year planning period (KÜN 2023-2028 Strategic Plan), will be approved by the University Senate and carried out and monitored by the Cappadocia University Gender Equality Commission. The plan will be reviewed and updated based on the evaluation of implementation outcomes.