



**T.C.**  
**MALATYA TURGUT OZAL UNIVERSITY**  
**Senate Decision**

SESSION DATE	SESSION NO	DECISION NO
07.03.2023	06	2023/06-02

The University Senate convened under the chairmanship of Rector Prof. Dr. Recep BENTLİ and took the following decision.

**DECISION NO: 2023/06-02-** It was discussed that in projects that will be supported by the European Commission, our university should implement mechanisms that will ensure gender equality in education, research, management, and social life. In this context, the letter of the Family and Women's Studies Application and Research Center dated 03.03.2023 and numbered E.150315 and its annexes were discussed regarding the discussion of the Malatya Turgut Ozal University Gender Equality Action Plan, which was created on the basis of the "Horizon Gender Equality Policies" policy document.

As a result of the negotiations, within the projects to be supported by the European Commission, our university requires that the project applicant or partner organization implement mechanisms that will ensure gender equality in education, research, management and social life, and in this context, it was unanimously decided to accept the Malatya Turgut Ozal University Gender Equality Action Plan, which was created on the basis of the "Horizon Gender Equality Policies" policy document, as in the attached form.

Annex: Malatya Turgut Ozal University Gender Equality Action Plan.

Prof. Dr. Recep BENTLİ  
(Rector)

**SIGNATURE**

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Prof. Dr. Hakan YILDIRIM <b>Deputy Dean of Faculty of Agriculture</b>	SIGNATURE	Assoc. Prof. Dr. Ahmet KAZAN <b>Deputy Director of Doğanşehir Vahap Küçük Vocational School</b>	SIGNATURE

Prof. Dr. Recep BENTLİ <b>Deputy Dean of Faculty of Health Sciences</b>	<b>SIGNATURE</b>	Assist. Prof. Dr. Muhammed ŞENER <b>Deputy Director of Hekimhan Mehmet Emin Sungur Vocational School</b>	<b>SIGNATURE</b>
Prof. Dr. Mehtap DÜZ <b>Director of Postgraduate Education Institute</b>	<b>SIGNATURE</b>	Assoc. Prof. Dr. Hulusi BİNBAŞIOĞLU <b>Deputy Director of Kale Tourism and Hotel Management Vocational School</b>	<b>SIGNATURE</b>
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Assoc. Prof. Dr. Ahmet Selim  
ÖZKAN  
**Deputy of General Secretary**  
(Rapporteur)  
**SIGNATURE**

# MALATYA TURGUT OZAL UNIVERSITY

## GENDER EQUALITY ACTION PLAN

(MTUGEAP)

2023-2026

CEDAW (The Convention on the Elimination of All Forms of Discrimination Against Women) Agreement signed by Turkey in 1985 with the aim of revealing an understanding sensitive to gender equality in universities and all public institutions within the body of the Council of Higher Education, Article 10 of the Constitution of the Republic of Turkey, Law No. 6284 on Protection of Family and Prevention of Violence Against Women, and Malatya Turgut Ozal University (MTU) 2023-2026 Gender Equality Action Plan (MTUGEAP) prepared in line with the General Assembly decision of the Higher Education Council dated 28.05.2015 describe the general scope for studies to be conducted in this field.

MTU prioritizes gender equality in its scientific research and development process and in its corporate culture. Although the studies carried out in this field are the responsibility of the entire institution, the coordination of the studies is carried out by the MTU Women and Family Research and Application Center (MATUKAM). MTU attaches importance to the existence of gender balance in its academic and administrative organization. MTU's preferred management approach is to follow a policy that aims to provide equality and equal rights between male and female academic staff, administrative staff and students.

MTUGEAP prioritizes identifying the causes of inequality problems between men and women within the organization and eliminating these inequalities. MTUGEAP covers a period of four years (2023-2026). MTUGEAP's approval authority is Malatya Turgut Ozal University Senate, and the executive-monitoring and evaluation office is MATUKAM. MTUGEAP will guide the efforts to solve the identified inequality problems in the short term.

MTU Senate undertakes the following articles with MTUGEAP.

1. MTU will be against all kinds of sexist actions,
2. MTU will take measures to prevent situations that violate a person's rights and freedoms such as oppressive practices, intimidation, mobbing, harassment.
3. MTU will stand against any attempt that threatens the fundamental rights and freedoms of the individual, such as discriminatory practices, oppressive attitudes, intimidation, mobbing and harassment based on unequal power relations and balances.
4. MTU will act with a zero-tolerance policy against all kinds of negative attitudes and attitudes that may occur among its academic/administrative staff and supervisors,
5. MTU will organize trainings and seminars in order to learn about the negative effects of all kinds of violations on unequal power relations such as sexist, oppressive, discriminatory, intimidation, mobbing and harassment, especially the violation of personal rights, on the academic and administrative staff and students,
6. MTU will guarantee that the managers receive gender training within one year after their tenure begins,
7. MTU will ensure that MTUGEAP is known to all institution personnel,
8. MTU will develop the necessary strategies and provide the necessary resources to ensure gender equality,
9. MTU will provide the roadmap and reference resources to be followed in the event of negative practices such as slander, sexual harassment, discrimination and mobbing, and will raise awareness on these issues,

10. The persons or legal identities representing MTU will use an egalitarian and integrative communication language on their web pages, panels, trainings and organizations, equal time will be given to male and female speakers, and equality will be ensured between the number of panelists and interviews,
11. MTU will give priority to female and male personnel and representatives equally or to have relatively more female representatives on issues that prioritize women,

#### Goals of MTUGEAP:

1. To establish a commission based on gender equality.
2. To carry out activities such as conferences, seminars and events to raise awareness on gender equality.
3. To adopt policies based on gender equality in personnel development and recruitment processes.
4. To carry out academic projects or researches on gender equality at undergraduate and graduate level.
5. To ensure that the elective or mandatory "Gender Equality in Society and Combating Discrimination" course is included in the MTU curriculum.
6. To ensure that information about sexual harassment and sexual assault, accessible application places and contact numbers and other necessary measures (lighting, transportation, etc.) are taken in order to increase the number of safe areas in the campuses.
7. To encourage the participation of administrators, academic and administrative staff and students in gender equality training and activities.
8. To monitor academic studies on gender equality.
9. To mediate the cooperation between universities and the making of protocols in order to achieve the aforementioned objectives.
10. To mediate making of cooperation protocols with non-university public institutions and organizations.

MTUGEAP deals with regulations and practices in six main categories.

Chapter I. Capacity Building and Institutionalization for Equal Opportunities for Men and Women

Chapter II. Recruitments and Career Development

Chapter III. Work-Private Life Balance

Chapter IV. Decision Making and Leadership

Chapter V. Integration of the Gender Dimension into Research Content

Chapter VI. Violence Against Women, Sexual Harassment and Discrimination

### **Chapter I. Capacity Building and Institutionalization for Equal Opportunities for Men and Women**

Article 10 of the Constitution of the Republic of Turkey stipulates that everyone is equal before the law, regardless of language, race, color, gender, political opinion, philosophical belief, religion, sect or any other basis. Men and women have equal rights, and the State is responsible for ensuring that equality is put into action. Measures to be taken within this scope cannot be interpreted as contrary to the principle of equality. Public institutions and administrative authorities are obliged to act in accordance with the principle of equality before the law in all their transactions. Based on this principle, GEAP's aim is to support the process to ensure the implementation of the plan, while supporting the transformation of the institutional structure to strengthen gender equality. It is thought that two main institutional mechanisms will contribute to the achievement of MTUGEAP's goals. In this context, MTU will establish a Gender Equality Board (GEB) to oversee the implementation, coordination and oversight of GEAP, and the GEAP Working Group (GEAP W.G.) that will operate

under the GEB to ensure the implementation of the GEAP strategy, to ensure regular data collection and to monitor the process.

### **Gender Equality Board (GEB)**

GEB is the body responsible for the management of GEAP. The Board is responsible for monitoring the implementation and coordination of GEAP and identifying development areas related to equal opportunity. The Board consists of GEAP WG representatives and senior executives and is chaired by the Rector. GEB members are appointed by the chairman. The GEB meets at least twice a year and is responsible for the following tasks.

- Approval of the annual activity calendar of the action plan,
- Managing the corporate reporting process regarding gender-sensitive and disaggregated data,
- Identifying critical action topics based on regular reports from GEAP WG members,
- Evaluation of gender equality in terms of general situation and dissemination and promotion of achievements in this field.

### **Gender Equality Plan Working Group (GEAP WG)**

The Gender Equality Working Group (GEAP WG) will carry out studies on the implementation of GEAP, the execution and coordination of the activities determined, and whether the goals of GEAP have been achieved. GEAP WG is formed with the participation of at least one representative from each academic and administrative unit. GEAP WG members are appointed by the GEB during the plan period upon the recommendation of the relevant unit chief. GEAP WG meets in April, September and December each year and is responsible for the following tasks.

- Creating and revising of the general plan to be submitted to the GEB,
- Monitoring, reviewing, and reporting of data disaggregated by gender,
- Evaluating and reporting of achievements of GEAP goals,
- Creating the annual activity calendar for the action plan and submitting it to GEAP approval,
- Submitting a report and making recommendations to the GEB on the sustainability and status of the processes undertaken within the scope of the gender equality treatment plan,
- Providing data on the development areas and priorities of equal opportunities for women and men,
- Leading gender equality education opportunities and activities, including workshops and awareness activities,
- Advising on the development of identified GEAP actions,
- Supporting all actions determined by the GEB,
- Reporting the progress of the Action Plan after each GEAP WG meeting.

## **Chapter II. Recruitments and Career Development**

The Constitution of the Republic of Turkey, the Civil Servants Law No. 657 (CSL) and the Labor Law No. 4857 prohibit discrimination among employees. The relevant legislation contains provisions that prohibit discrimination based on language, race, color, gender, disability, political opinion, philosophical belief, religion or sect in recruitment and workplace. Pursuant to article 5 of the labor law, no discrimination based on gender can be made in business relations and a lower wage cannot be determined for a job of the same or equal value due to gender. Within the scope of MTU GEAP, mechanisms will be developed to ensure gender balance. The following actions will be carried out to strengthen the recruitment and career development processes.

- In the panels and committees formed, attempts will be made to ensure the maximum participation of women in cases where gender balance cannot be achieved.
- Efforts will be made to increase the proportion of women among applicants and recipients of research grants, awards, and funding.
- With the help of training and awareness activities specifically targeting management positions, studies will be carried out to prevent unconscious biases that potentially affect recruitment processes.
- Studies will be carried out to encourage the integration of the gender dimension into research activities.

### **Chapter III. Work-Private Life Balance**

A healthy work-life balance is important for individual well-being, enhanced productivity and creativity. Our organization, which is a public institution, is tightly bound to the workplace regulations determined by CSL No. 657 and Labor Law No. 4857. CSL numbered 657 includes various regulations in order to balance the work life and private life of female employees. For example, by referring to the paragraph (A) of Article 104 of Law No. 657, "Female civil servants are given maternity leave for a total of six weeks, eight weeks before delivery and eight weeks after delivery. In addition, they will be able to work part-time after the end of the postpartum maternity leave period regulated in paragraph (F) of Article 104 of Law No. 657.

The thirteenth article of the "Regulation on Working Conditions of Pregnant or Nursing Women, Nursing Rooms and Nursing Homes" published in the Official Gazette dated 16 August 2013, based on Article 30 of the Occupational Health and Safety Law No. 6331, in order to ensure the participation of female employees in business life. According to the article:

Regardless of their age and marital status, if there are between 100 and 150 female employees in the workplace, it is obligatory to establish a breastfeeding room, and if there are more than 150 female employees, the employer is obliged to open a nursery for the care of children aged 0-6 and for breastfeeding workers to breastfeed their children. Thus, efforts are made to support the work-life balance of female employees. The following activities will be carried out in order to improve the work-private life balance.

- Equality of opportunity and practice between men and women will be promoted.
- It will be ensured that the gender policy is regularly disseminated through internal communication tools.
- Gender balance will be observed within the scope of equal access to education.
- Trainings will be organized to raise awareness of women's rights in working life.
- Equality of opportunity surveys between men and women will be conducted to monitor work-private life balance and job satisfaction.

### **Chapter IV. Decision Making and Leadership**

One of the duties of the academic staff working within the higher education institution is to "advise the organization of the students and raise more visionary and civilized individuals by raising awareness of the students. While 22.7% of the total employment in Turkey is made up of women, the number of female academic staff working in universities is far below this rate. Likewise, the employment rate of women among the administrative staff, managers, and other employees with the status of civil servants in university units is still low. In this context, it is important to increase the number of women working in administrative and academic staff within the body of MTU and to have equal and effective representation in decision-making and leadership positions. Researching the factors affecting equality of opportunity for women and men and promoting equality of opportunity through awareness studies by determining priorities are considered as important areas that need

improvement. Within the scope of decision making and leadership, the following actions will be taken to increase institutional awareness on equal opportunities for men and women:

- At the decision-making level, a report will be prepared by compiling gender-disaggregated data in order to reveal the current situation and awareness on equal opportunities for women and men.
- In order to encourage the balanced participation of women and men in decision-making positions and related processes, practices related to national and international legislation will be examined and reported.
- A policy document will be published in order to develop policies to achieve the gender balance target in all decision-making positions and to increase the female ratio to at least 40%.
- In the project preparation and evaluation processes, in order to encourage women for project leadership by considering the gender balance, arrangements will be made to provide an advantage at the evaluation level in projects whose leaders are women.

## **Chapter V. Integration of the Gender Dimension into Research Content**

In line with the national development plans, the task of carrying out studies, preparing projects, getting them prepared, implementing and having them implemented in order to determine academic research and development strategies and priorities within the body of MTU is coordinated by the Rector of MTU on behalf of the Chairman of Higher Education Council. The following studies will be carried out in order to integrate the concepts of equal opportunities for men and women in research, to carry out research analyzes on this basis, and to create a gender-sensitive planning and budget structure.

- Trainings will be organized to integrate the concept of equal opportunities between men and women into research and to raise awareness. For this purpose, at least once a year training will be organized for researchers.
- Studies will be carried out on planning and budgeting sensitive to equal opportunities for men and women, and trainings will be received from subject experts.
- Gender-based analysis and methodologies will be integrated into research, and reporting and planning sensitive to gender equality will be provided in the study findings.
- Regulatory measures will be taken to ensure that the gender distribution balance is observed while the project teams are formed.

## **Chapter VI. Violence Against Women, Sexual Harassment and Discrimination**

Violence against women, sexual harassment and discrimination are crimes and severely punished in the Turkish legal system. In addition, issues such as the protection and development of human rights based on human dignity, the guarantee of the right of individuals to be treated equally, the prevention of discrimination in the enjoyment of legally recognized rights and freedoms are guaranteed by the constitution and other laws. In addition, although sexual harassment and discrimination are criminalized according to CSL No. 657 and Labor Law No. 4857, there is a need for studies to raise awareness among employees about what sexual harassment and discrimination are. In this context, it has been observed that the employees generally do not have sufficient awareness and knowledge about the procedures and codes of conduct to be followed in cases of assault, discrimination, violence, and harassment. Within the scope of combating violence against women, sexual harassment, and discrimination.

- Trainings on combating sexual harassment and discrimination, and awareness will be organized for all employees and managers.