

# SDG PROGRESS REPORT

on **SDG-5 GENDER EQUALITY**

**20  
21**



# SDG PROGRESS REPORT

ISTANBUL MEDENIYET  
UNIVERSITY

**Istanbul Medeniyet University  
Sustainability Office**

Kuzey Kampüs BİLTAM No: 508, Unalan Mah. Unalan Sok. D-100  
Karayolu Yanyol 34700 Usküdar/Istanbul/TURKEY

[www https://sdg.medeniyet.edu.tr](https://sdg.medeniyet.edu.tr)  
[@surdurulebilir\\_imu](https://www.instagram.com/surdurulebilir_imu)

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## **Coordinated by**

Prof.Dr. Yaşar BÜLBÜL

## **Written by**

Res.Asst. Ayça ÇELİKBİLEK

Lecturer Zehra SAVAN

Res.Asst. Furkan ERUÇAR

## **Proofread by**

Lecturer Zehra SAVAN

## **Designed by**

Res.Asst. Ayça ÇELİKBİLEK

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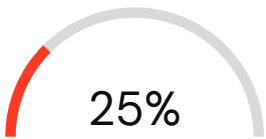


Ending all discrimination against women and girls is not only a basic human right, it's crucial for sustainable future; it's proven that empowering women and girls helps economic growth and development.

UNDP has made gender equality central to its work and we've seen remarkable progress in the past 20 years. There are more girls in school now compared to 15 years ago, and most regions have reached gender parity in primary education.

But although there are more women than ever in the labour market, there are still large inequalities in some regions, with women systematically denied the same work rights as men. Sexual violence and exploitation, the unequal division of unpaid care and domestic work, and discrimination in public office all remain huge barriers. Climate change and disasters continue to have a disproportionate effect on women and children, as do conflict and migration.

It is vital to give women equal rights land and property, sexual and reproductive health, and to technology and the internet. Today there are more women in public office than ever before, but encouraging more women leaders will help achieve greater gender equality.



women represent in national parliaments

750 MILLION

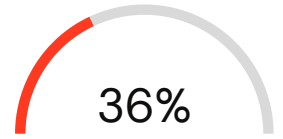
women and girls alive today were married before their 18th birthday



of countries in the developing world have achieved gender parity in primary education

77 CENTS

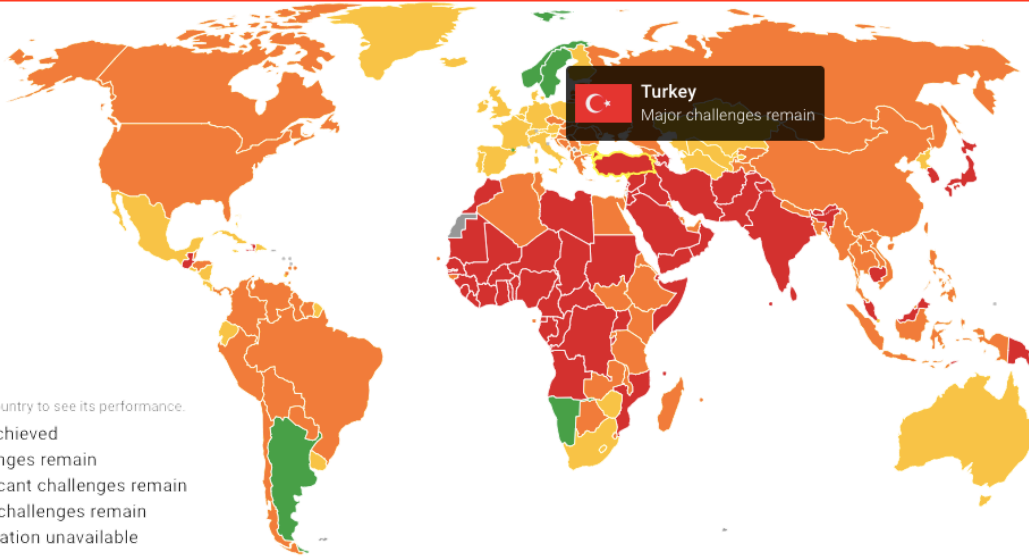
wages women earn by doing the same work men earn \$1



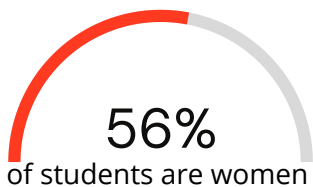
women represent in local government

Click on a country to see its performance.

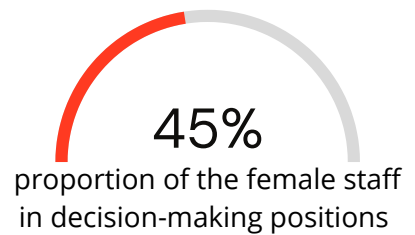
- SDG achieved
- Challenges remain
- Significant challenges remain
- Major challenges remain
- Information unavailable



Turkey  
Major challenges remain

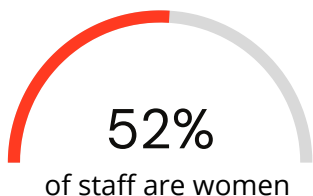


of students are women

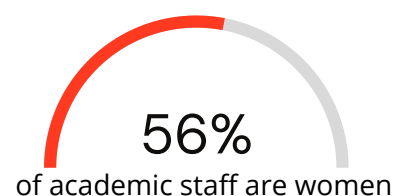


proportion of the female staff in decision-making positions

16 STAFF took maternity leave in 2021



of staff are women



of academic staff are women



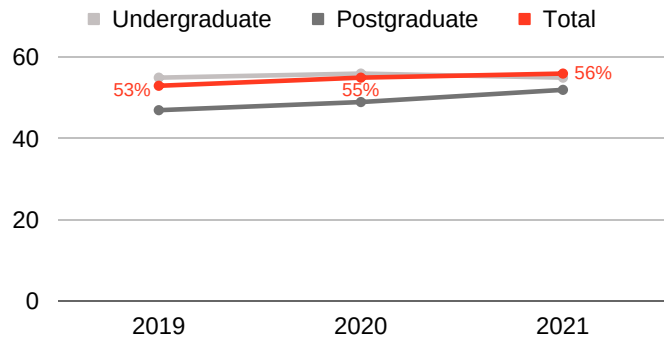
The fundamental legal basis of gender equality in Turkey is the Turkish Constitution, which guarantees equality before the law regardless of gender. As stipulated in **Article 10 of the Constitution**, "All individuals are equal without any discrimination before the law, irrespective of language, race, color, sex, political opinion, philosophical belief, religion and sect, or any such considerations." Aside from the Constitution, the Turkish Civil Code, the Criminal Code and the Labor Act are some other key legal documents pertaining to gender equality and prohibition of gender-based discrimination. As a state university, Istanbul Medeniyet University is legally bound by and fully complies with the state's legislation concerning gender equality and prevention of gender-based discrimination.

## Policy for Women's Applications and Entry

Our students are admitted to IMU through a central exam administered by the national Student Selection and Placement Center; therefore, as an institution, we do not have control over gender balance in student admissions. Yet, as per Article 7 of **Law no 6114 on the Organization and Duties of the Directorate of the Student Selection and Placement Center**, the nation-wide university admission exam and the following assessment and placement process are carried out in compliance with the principles of reliability, confidentiality, and, objectivity in a way to ensure equal opportunities for all applicants. After their admission, we closely monitor and track the gender distribution of our students and carry out our own measures to maintain the gender balance in our student population.

As shown in the chart below, the gender composition in IMU has been clearly in favor of female students in our undergraduate degree programs in the last three years with a constant increase, while the rate of female students registered in our postgraduate degree programs finally exceeded the rate of male students in 2021.

Percentage of Female Students by Degree

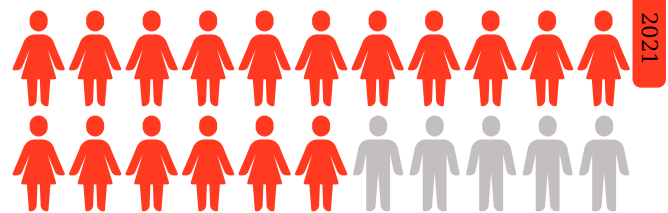


## Maternity and Paternity Policies

The Civil Servants Law and Labor Act of the Republic of Turkey grant certain rights to female employees and new parents to support female labor participation and IMU fully implements these measures both to ensure the well-being of our staff members and to empower women's participation in labor. Concerning one of these measures on paid maternity and paternity leave, IMU complies with the national legislation on state employees who are granted eight weeks of permission before and eight weeks after birth (for mothers) and 10 days (for fathers). Also, to support female labor participation in our institution, our female staff members with babies younger than one year of age are granted a breast-feeding leave of three hours a day in their first six months and one and a half hours a day in their second six months starting after the end of maternity leave, as per Article 104 of the **Civil Servants Law no 657**. Also, Article 108 of the same legislation grants both mothers and fathers the right to unpaid leave up to 24 months following the birth of their child. In 2021, 14 of our female staff members took maternity leave, while five male staff members took paternity leave.



Staff who Took Maternity and Paternity Leave



## Childcare Facilities for Students and Staff Members

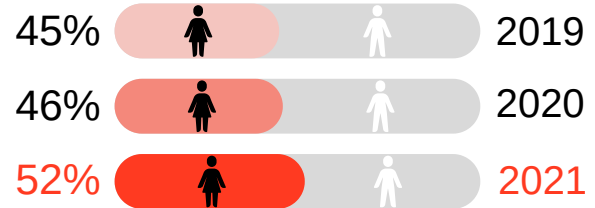
Istanbul Medeniyet University operates its own **kindergarten** for its staff members and students with young children aged 36 to 72 months. The facility offers its services during the institution's working hours and education is based on the Preschool Curriculum developed by the Ministry of National Education to prepare children for primary education by supporting their social, emotional, motor, cognitive, and linguistic development and their self-care skills.

As another measure for supporting our staff members with children, our University signed a collaboration protocol with Biltek Schools, through which children of our university staff members are given a 40% discount in Üsküdar Campus of Biltek Schools for education programs at kindergarten, primary and secondary school, and high school levels, thereby creating an opportunity for their access to affordable quality education.

## Gender Equality Monitoring Schemes

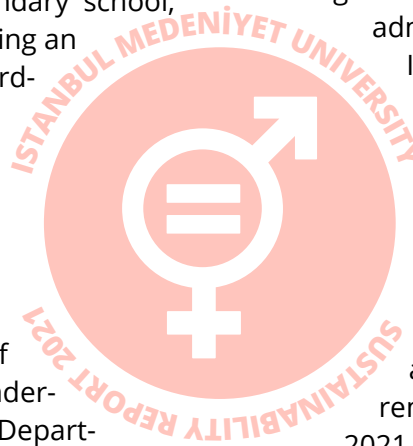
IMU closely monitors the gender distributio of its students and staff on a yearly basis. The data on our undergraduate students are kept by our Department of Student Affairs and statistical information about the students placed in our university's undergraduate programs including gender distribution for each program are annually published on the [website of the Council of Higher Education](#). Our staff data are kept by our Personnel Department, while the data on our graduate students are kept by our Institute of Graduate Studies. All the data on the gender composition of our students and staff are regularly analyzed and published in our annual official activity reports by our Strategy Development Department. In the light of these data, our University started preparations in 2021 for its Gender Equality Plan which sets forth the institution's planned set of actions with the objective of strengthening gender equality in IMU both in policy and practice.

Between 2019 and 2021, the proportion of female academic staff in IMU increased from 49% to 50%, the proportion of female administrative staff and workers increased from 37% to 58%, and the overall total of female academic and administrative staff increased from 45% to 52%. Over the last three years, there has been a gradual increase in the proportion of female staff across academic and administrative staff in IMU and in 2021, the total number of our female staff exceeded the number of our male staff by 2.2%.



Proportion of Female Staff

As shown by an analysis of the recent changes in the gender composition in the academic and administrative decision-making positions in IMU, the overall gender gap is 10% across all the categories in 2021. Among all the categories, mid-level administrative management positions present no gender gap, followed by 16% for mid-level academic management positions in 2021. The gender gap in high-level academic management positions remains high at 44% in favor of males in 2021, still experiencing an improvement from 2019 to 2021 (reduced by 18%) in favor of women.



Position	Female	Male
Mid-level Academic Management	199	270
High-level Academic Management	3	13
Mid-level Administrative	17	17
High-level Administrative	19	47
Board and Commission Membership	354	372
<b>TOTAL</b>	<b>592</b>	<b>718</b>

**Women and Democracy Association (KADEM)** is a non-governmental and non-profit organization working for the empowerment of women in Turkey and around the world and our faculty member **Prof.Dr. Saliha OKUR GÜMRÜKÇÜOĞLU** of IMU Law Faculty serves as **KADEM's president.**



Dr. Saliha Okur Gümrükçüoğlu  
President of KADEM

**KADEM Web Page- President of KADEM**

KADEM organized the **7th Gender Equity Congress** on March 4, 2021 with the collaboration of six universities including Istanbul Medeniyet University. The online congress themed around “Women during the Pandemic” brought together many academicians including our faculty members as well as prominent political figures including the Minister of Health of the Republic of Turkey Dr.Fahrettin KOCA and the Minister of Family, Labor, and Social Services of the Republic of Turkey Zehra Zümrüt SELÇUK to discuss the social, economic, and psychological problems faced by women both at home and work life during the pandemic. In the congress, eight sessions were held throughout the day on topics such as work-life balance, business life, literature and arts, refugees, mental health, media, history and religion, and sociology, all discussed in relation to the changes created by the pandemic.

Our University's Political Science and Public Administration Department Member Assoc.Prof.Dr. Safa KOÇOĞLU has been working in the team of the project titled **“Evaluation of Impact Analysis of Projects and Practices to Prevent/Reduce Domestic Violence Conducted within the Scope of Combating Domestic Violence against Women with GAP Analysis Method”**. The aim of the project is to evaluate the National Action Plans developed in Turkey on Combating Domestic Violence against Women since 2007 and the activities determined in these plans with the objective of contributing to policy development toward making legislative arrangements for gender equality, raising awareness and mentality transformation, providing protective services and women's empowerment who are victims of violence, organizing and implementing inclusive health services, and development of inter-institutional cooperation and politics. With the project, the programs developed and implemented for women who have experienced domestic violence will be analyzed and evaluated in concrete conditions, gaps between the needs of women and the services provided will be determined, and effective, preventive and realistic implementation and policy recommendations will be presented in the light of this evaluation.

Our leadership activities are not limited to Turkey but also reach overseas. Launched in 2018, Istanbul Medeniyet University Africa Health Training and Research Center (IMU MASAM) carries out training, application, and research in health in the African continent and in this context contributes to training specialists and researchers of medicine, surgery and other health areas including women's health and gynecology and obstetrics and collaborates with healthcare institutions. In 2021, meetings were held by our faculty members working for MASAM to plan for the **Residency Program in Gynecology and Obstetrics**, which started in 2021 to continue for three years. In the program, five residents of gynecology and obstetrics from Somaliland Frantz Fanon University will receive training in our hospital by our medical faculty members. With these trainings, IMU also contributes to ensuring universal access to sexual and reproductive health rights.



**7. TOPLUMSAL CİNSİYET ADALETİ KONGRESİ**

KONGRE TEMASI:  
**PANDEMİ SÜRECİNDE KADIN**  
4 MART 2021

04 March 2021

FSM  
İSTANBUL MEDENİYET ÜNİVERSİTESİ  
İSTANBUL MEDENİYET ÜNİVERSİTESİ  
MARMARA ÜNİVERSİTESİ  
KADEM



Learning processes are key in achieving SDGs. Thus, universities play a critical role both by training professionals who will prioritize SDGs in their future practices and by increasing local, national, and global capacity to successfully achieve SDGs. As Istanbul Medeniyet University, we are fully aware of our critical role and thus aim to empower and motivate for SDGs not only our students through course contents, co-curricular activities, and student club activities, but also the community at large at a much wider scale. Therefore, we organize university-wide life-long learning activities, online courses, certificate programs, seminars, workshops, congresses, symposia, and panels that are open to all segments of society for participation. In 2021, we held a wide range of learning activities to achieving gender equality and empowering all women and girls

As part of the 10 December World Human Rights Day, Law Workshop Student Club organized a conference titled **"Unchanging Human Rights in a Changing World"**. The program was held on December 9, 2021. Firstly, Assoc. Prof. Dr. Sabahattin NAL discussed the historical development of human rights. Stating that human rights have developed within different institutions in different geographies, NAL emphasized that cultural differences also play an important role. Then, Assoc.Prof.Dr. Nil KARABAĞ BULUT discussed the place and importance of women's rights in the historical development of human rights. KARABAĞ BULUT, referring to the case law of the ECtHR, stated that the criminal justice system is insufficient in protecting women's rights in our country and emphasized the importance of ensuring gender equality in sociological terms for legal reforms.



On March 23, 2021, within the Spanish Language and Literature Undergraduate Program Seminars, Asst.Prof.Dr. Olcay ÖZTUNALI held a conference titled **"Spanish Civil War and Unnamed Female Poets"**. ÖZTUNALI shared important information in a very comprehensive framework. In the early 20th century, the development process of Modern Spanish Poetry was handled through literary generations, and the place and importance of women poets who were an undeniable part of the literary wealth disrupted by the Civil War and who were exiled with their colleagues, in Spanish literature, has been re-evaluated with the recent studies on this subject. Also development of women's rights through years was discussed as a subject.

In the "Mimarlık Araştırmaları" seminar series organized by the Department of Architecture on July 28, 2021, Res.Asst. Merve YILDIRIM ÖZBAŞ participated with the presentation titled **"16. Yüzyıl İstanbul'unda Kadınlar ve Ritüel Mekanlar"**. Observations about 16th century Istanbul were conveyed through period travel books and historical narratives. The presence of women in daily life in the capital was examined in line with the examples in the scanned archive sources. The period was examined in terms of women's rights. Examples were given of the presence of women in public spaces in ceremonies such as marriages, funerals and eids. As a result, comments were made that the construction programs of female sultans increased the potential of women to experience the city. Also female sultans were discussed in terms of women's political participation and women's empowerment.



The workshop on **“Representation of Women in Turkish Literature from Past to Present”** organized by Istanbul Medeniyet University, Department of Turkish Language and Literature, was completed online on February 13, 2021. In the workshop, where the social roles, identities, representation and perception of women in Turkish literature and in the past were discussed, female researchers from both our university and various universities presented a total of 10 papers. In their speeches, each researcher discussed the meaning of female identity and gender equality in different contexts. For example, the representation of women in terms of their social role and gender identities was evaluated through the Acts of Women of Aristophanes, one of the most important figures of the Classical Athenian theatre. Gender roles, focused on matriarchy, was discussed through the history of women's rights in different civilizations, the representation of women's rights in old Turkish legal documents, and the Venus figurines found in the Paleolithic era. The attitudes and behaviors of poets towards women based on the relations of some poets with women are examined. Drawing attention to the importance of gender and women's studies in determining the place of women in society and solving gender problems, the attitudes of the Ancient Turkish society on women are evaluated through ancient texts. At the end of the workshop, the departmental members stated their aim to continue to contribute to academic studies on women with further events.

IMU Sociology Club, one of our university's student clubs, held an online workshop themed **“Gender”** on April 24, 2021. The workshop started with a discussion on the concept of gender, which was said to have been constructed by culture and identified as behaviors and attitudes towards women and men. Then, the participants tried to explain the interaction between gender and language and stated that gender differences in language are not only a linguistic phenomenon, but also a sociological issue worth discussing. The topic how gender stereotypes affect people in our daily lives was discussed by mentioning the sexist stereotypes that have settled in our language. Finally, it was stated that gender-based language differences will decrease as the level of education and social communication activities increase, which would be an important step in achieving gender equality between men and women.



13 February 2021

Workshop on Representation of Women in Turkish Literature from Past to Present



"Gender" Workshop

Social Work Club, one of our university's student clubs, organized a seminar titled **“Formation of Female Identities in Muslim Countries and Turkey”**. The event was held online on the Zoom platform on May 5, 2021. The speaker of the event was publisher-author Ayşe BÖHÜRLER. BÖHÜRLER gave information about the status of women, meanings attributed to female identities and different roles attributed to women's gender in different Muslim Countries. Afterwards, she evaluated the situation of women in Turkey. Finally, together with the seminar participants, he provided an assessment by comparing the situation in Turkey and different Muslim countries.



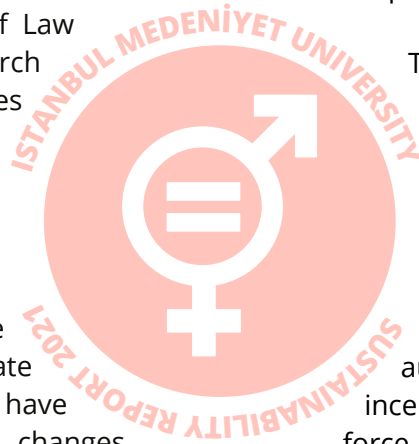


The academic staff members of our university carry out research on eliminating discrimination and all kinds of violence and abuse against women and girls; ending forced marriage and female genital mutilation; valuing unpaid care and promotion of shared responsibility within the household; securing full participation for leadership and decision-making; ensuring universal access to sexual and reproductive health; equal rights in economic resources, ownership of property, and financial services; promoting the empowerment of women through the use of technology; adopting and strengthening sound policies and enforceable legislation for the promotion of gender equality, publish the results of their research and share them with other researchers, decision-makers, stakeholders, and the public as a foundation for policies toward achieving SDGs.

Edited by Asst.Prof.Dr. Saliha OKUR GÜMRÜKÇÜOĞLU of IMU Faculty of Law and compiling significant research papers authored by prominent figures in their field, the book **"İbrahimi Dinlerde Kadın"** (Woman in Abrahamic Religions) was published by the Women and Democracy Association (KADEM). The book notes that women have historically been the subject of certain practices that violate human dignity although women have been at the core of many social changes, arguing that misinterpretation of religious texts has played a significant role in the shaping of gender roles imposed by the society to women and men as well as gender-related prejudices in this process. In this context, the book elaborates on the historical transformation of the perception of women, the conception of women from the perspective of the three Abrahamic religions, and the changes in these conceptions in time. Edited by OKUR GÜMRÜKÇÜOĞLU, the book treats the subject of woman beyond common conceptions and is also the first education kit in Turkey on the subject, which aims to contribute to enlightening the society with correct information on the religious conceptions of women through the training programs to be organized based on the information contained in the book.

Dr. Burcu TAŞKIN from the Faculty of Political Sciences published a book chapter **"Political Representation of Women in Turkey: Institutional Opportunities versus Cultural Constraints"**, which examines the effects of political institutions and polarization on women's political representation in Turkey, in Open Gender Journal. In this article, TAŞKIN analyzed both the descriptive and substantive aspects of women's representation in Turkey. She first mentioned that women's empowerment was first discussed in the 1980s, while the 1990s provided the foundations for transforming power relations and economic, social, and political structures for gender equality. Then she stated that the rising wave of feminism in the 1990s increased the participation of women in political life. In general, however, it is stated that cultural constraints such as high polarization between parties and the clash of Islamist and European values prevent female MPs from cooperating on policies related to women.

The book chapter entitled **"Determinations and Recommendations for Increasing Women Employment in Turkey: An Economical and Financial Discussion"**, of which Assoc.Prof.Dr. Cevdet KIZIL is one of the authors, has been published. In the study, the authors emphasized that despite the incentives and laws enacted, female labor force participation has still not reached the level it deserves. According to the authors, the fact that women constantly encounter obstacles in business life has made it difficult for her to gain a place in business life throughout history. They drew attention to the importance of the 1975 International Women's Conference and the 1979 Convention on the Abolition of All Discrimination against Women. The authors drew attention to the importance of the initiatives for the education of women at the end of the 19th century and the increase in the rights granted to women in the first years of the republic, emphasizing that the same speed could not be achieved in the following years. With a focus on the importance of education in women's employment, they stated that the backwardness of women in the field of education also causes them to fall behind in working life. They also noted that the laws aimed at reducing socioeconomic inequalities are not clear and sufficient, underlining that the legal framework should be more understandable and eliminate discrimination.



A book chapter titled **"Dünya'da ve Türkiye'de Cinsiyet Temelli Yoksulluk Analizi"** (Gender Based Poverty Analysis in the World and in Turkey) authored by Asst. Prof.Dr. Gülbin ERDEM KARAHANOĞLU of IMU Faculty of Political Sciences was published in the book titled "Kadın ve Yoksulluk" (Women and Poverty). In the study, she compared Turkey's gender equality with the selected countries in four main areas including labour markets, education, access to health, and political participation and discussed Turkey's place in the world in terms of gender inequality. Emphasizing that the depth of gender inequality also deepens poverty, she stated that the inability of women living in poor areas to access education opportunities or having to work for low wages in secondary markets create income inequality and constitute an obstacle for breaking the cycle of poverty. KARAHANOĞLU stated that active employment policies, on-the-job training, and improvement of social security coverage, will provide important opportunities in reducing labour market disparities and ensuring poverty alleviation for women.

Res.Asst. Abdulkadir KESKIN from Faculty of Political Sciences co-authored an article titled **"Barriers to Formal Help-Seeking Behavior by Battered Turkish Women According to Socio-demographic Factors"** published in the "Sustainability" Journal. In his study, KESKIN firstly emphasized that violence against women is one of the most important women's rights violations and a significant sociological problem that is prevalent in all societies. He pointed out that despite violence against women is common, the help-seeking behavior of women exposed to violence is not at a sufficient level. According to the results, as the education level of women exposed to violence increases, help-seeking behavior through official means also increases. In addition, women with a personal income are more likely to seek formal help than those without, and the development of the sociocultural region inhabited affects the formal help-seeking behavior of women exposed to violence.

Asst.Prof.Dr. Derya TEKİN from the Faculty of Law delivered a speech titled **"Domestic Violence Against Women and the Risk Factors"** at the "Symposium on Violence and Discrimination Against Women in the Context of the Istanbul Convention" on March 8, 2021. In her speech, TEKİN emphasized that violence against women can occur in the forms of physical, psychological, economic and sexual violence, based on the development of the concept of domestic violence. These types of violence have different triggering reasons, and the perpetrator of violence is also important in determining the type of violence. She also mentioned that state policies implemented in line with the aims of protecting women's rights and preventing violence against women, empowering women and eliminating gender inequality generally prioritize the social structure.

Asst.Prof.Dr. Derya TEKİN from the Faculty of Law presented a paper titled **"Feminist Criminology"** in the 'Women's Day Conference' series on March 6, 2021. TEKİN began by stating that the main point emphasized by feminist writers in ensuring justice in the criminal justice system is the need to consider race and class, as well as gender, because feminist criminology's main purpose is to criticize one-sided views on female criminality that constitute gender discrimination in violation of the principle of equality. She emphasized that women are ignored in mainstream criminal theories, and that in the few theories that specifically examine female criminals, the explanations for women's position in the criminal justice system are very limited. Finally, TEKİN emphasized the necessity of making legal reforms for the purposes of protecting women's rights, ending gender-based violence, strengthening the fight against gender inequality, and improving women's roles in the public sphere.



## KADINLAR GÜNÜ KONFERANSI

6 MART CUMARTESİ
 17:00 - 20:00
 ZOOM

3.OTURUM: 19.00-20.00  
 MODERATÖR: FİLİZ ŞAHİN  
 DR.ÖĞR.ÜY.DERYA TEKİN  
 FEMİNİST KRİMİNOLOJİ  
 AV.BAHAR TOPSAKAL  
 KADIN VE SUÇ  
 AV.ZEHRA TAŞ  
 AYRIMCILIK YAŞAĞI VE KADIN

06 March 2021

Women's Day Conference



Our Turkish Music Department members Asst.Prof.Dr. Seda TÜFEKÇİOĞLU and Asst.Prof.Dr. Deniz TUNÇER attended several seminars in the seminar series **"Woman, Identity, and Art"** as speakers.

#### Seminar on "Women Composers from Past to Present"

29 January 2021

Kocaeli Üniversitesi  
Güzel Sanatlar Fakültesi  
Müzik Bölümü

**KADIN, KİMLİK, SANAT:  
"GEÇMİŞTEN  
GÜNÜMÜZE KADIN  
BESTECİLER"**

**SEMİNER**



**Dr. Deniz Tunçer**  
İstanbul Medeniyet Ün.

**Dr. Tuğba Aydın Öztürk**  
Üsküdar Ün.

**Dr. Seda**  
İstanbul

In the seminar, themed **"Women Composers from Past to Present"** held on January 29, 2021, they gave brief information about important composers in the music world from past to present and their important compositions. Besides women composers from past to present, women's employment in the music sector was investigated. Also, gender participation in terms of equity was discussed.

In the seminar,themed **"The Journey of the Voice: Female Singers"** held on March 9, 2021, prominent female singers in the fields of Turkish and Western music were explained with examples and the place of women as singers in society was discussed. Also, women's underrepresentation in the field was among the discussed topics.

09 March 2021

SEMİHA BERKSOY(1910-2004)



- İlk kadın opera sanatçısı ve ressam.
- 1934 - "İlk Türk operası" kabul edilen Ahmet Adnan Saygun' un «Özsoy Operası»'nda oynadı.
- 1939- Berlin'de Strassus'un »Ariadne auf Naxos« isimli eserinde başrol oynadı- *Avrupa'da sahneye çıkan ilk Türk opera sanatçısı* unvanı aldı.
- 2002 senesinde «Bu Bir Rüya'dır opereti» ile 92 yaşında yeniden sahneye çıktı.



"The Journey of the Voice: Female Singers" Seminar

In the seminar,themed **"Being a Woman in the World of Music"** held on March 12, 2021, they discussed the place and importance of women in the world of music. They gave information about important female artists in the music world. Speakers noted that, females in particular are more likely to appear as solo artists. This matches the tendency found in both European countries and the global north.

The seminar,themed **"Inspiring Young Women Musicians"** held on May 26, 2021, started with a comprehensive briefing on inspiration and creative thinking in artistic activities, continued with evaluations about groups composed of important Turkish women artists and their artistic works. In the event, important Turkish female conductors, important Turkish instrumentalists, soloists, groups of important Turkish female artists and their artistic works were mentioned. Then, speakers talked about the artistic lives and achievements of young female musicians who have specialized in different fields and represented our country in important orchestras abroad. They also discussed womens' employment in the music industry.

IMU Turkish Music Department members Asst.Prof.Dr. Deniz TUNÇER and. Asst.Prof.Dr. Seda TÜFEKÇİOĞLU attended the opening programme of the Woman Conference-II held in Baku on February 11-12, 2021. They gave an **online concert in the opening gala** of the Conference.

In the opening concert, our faculty members represented our country by including folk songs from the Southeastern Anatolia and Thrace regions, as well as the Grinko's "Valse" piece. While TUNÇER played the piano in the concert, TÜFEKÇİOĞLU played the qanun, one of the important instruments of Turkish Music.

11 February 2021



Woman Conference-II Opening Gala Concert