

# SDG PROGRESS REPORT

on **SDG-5 GENDER EQUALITY**



# SDG PROGRESS REPORT

ISTANBUL MEDENIYET  
UNIVERSITY

**Istanbul Medeniyet University  
Sustainability Office**

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<https://www.un.org/sustainabledevelopment/news/communications-material/>

## **Sustainable Development Report Maps**

<https://dashboards.sdgindex.org/profiles/turkey>

## **SDG Statics**

<https://unstats.un.org/sdgs/report/2023/progress-midpoint/>

<https://sdgs.un.org/goals>



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.



1 in 5 women get married before they turn 18

300 YEARS

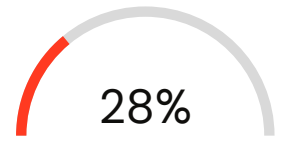
The time required to end child marriages with the current situation



1 in 3 countries fail to provide women with maternity leave in line with ILO standards

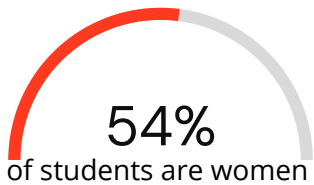
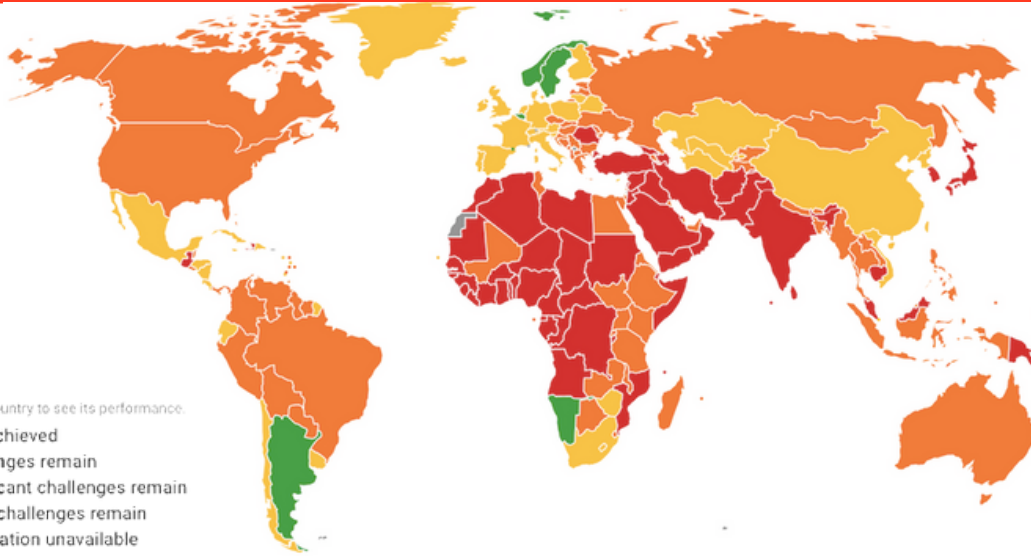
77 CENTS

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

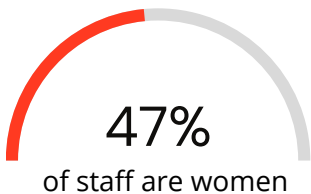
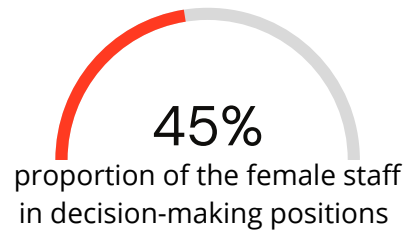


proportion of women in management positions

- Legend
- Click on a country to see its performance.
  - SDG achieved
  - Challenges remain
  - Significant challenges remain
  - Major challenges remain
  - Information unavailable



801-1.000 Gender Equality 2023 Rank in



gender equality policy

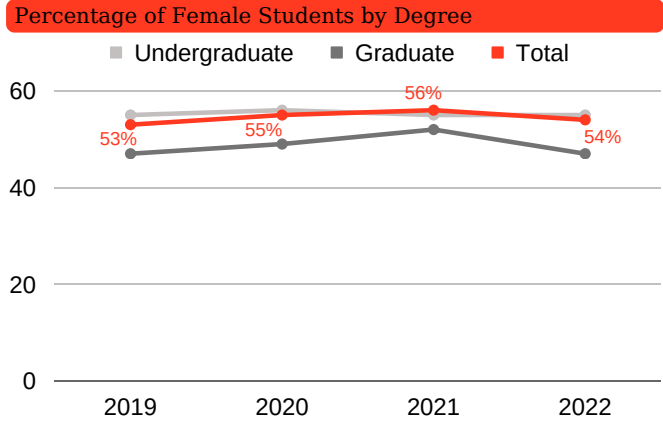


The fundamental legal basis of gender equality in Turkey is the Turkish Constitution, which guarantees equality before the law regardless of gender. As stipulated in **Article 10 of the Constitution**, "All individuals are equal without any discrimination before the law, irrespective of language, race, 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

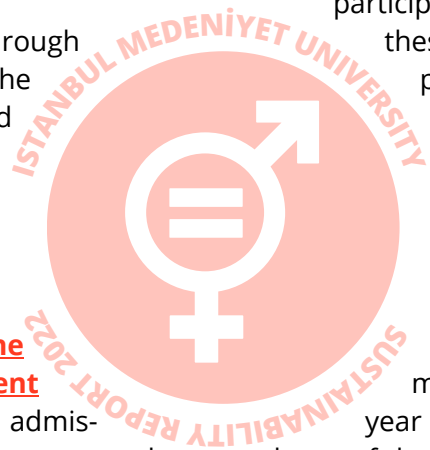
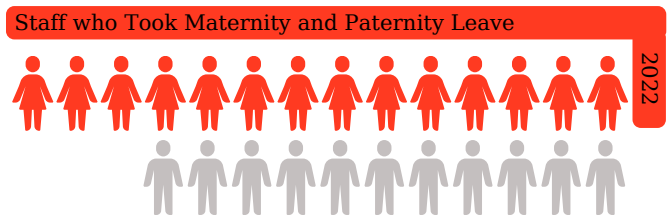
Our students are admitted to IMU through a central exam administered by the national Student Selection and Placement Center; therefore, as an institution, we do not have control over gender balance in student admissions. Yet, as per Article 7 of **Law no 6114 on the Organization and Duties of the Directorate 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 seen in the graph below, gender ratios at IMU are in favor of our female students. The number of female students in undergraduate programs was 55%, and the proportion of female students in our total number of students was 54% in 2022. Also, the rate of our female students was much higher than male students in both undergraduate and postgraduate graduation.



## 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 2022, 14 of our female staff members took maternity leave, while 11 male staff members took 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. In 2022, 11 children received education at IMU nursery.

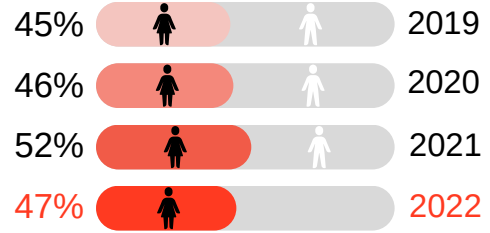
As another measure for supporting our staff members with children, our University signed a collaboration protocol with Biltek Schools, through which children of our university staff members are given a 40% discount in Üsküdar Campus of Biltek Schools for education programs at kindergarten, primary and 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 distribution of its students and staff on a yearly basis. The data on our under-graduate 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.

Between 2019 and 2022, 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 41%, and the overall total of female academic and administrative staff increased from 45% to 47%.

Over the last four years, there has been a gradual increase in the proportion of female staff across academic and administrative staff in IMU.



Proportion of Female Staff

Position	Female	Male
Mid-level Academic Management	124	153
High-level Academic Management	3	11
Mid-level Administrative	18	17
High-level Administrative	13	14
<b>TOTAL</b>	<b>158</b>	<b>195</b>

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 2022. While the distribution in mid-level administrative positions is in favor of women, the inequality rate in senior positions is 4%. In academic staff; while the inequality rate in mid-level positions is 10%, in senior positions the rate is still as high as 57% in favor of men, but there has been an improvement in favor of women, decreasing by 5% from 2019 to 2022.

## Gender Equality Policy

IMU published the **"Gender Equality Plan"** in 2022 to identify priority areas that require intervention in gender equality and to present a concrete series of actions. In order to monitor gender equality and effectively manage the needs of women in our campus community, this plan will be developed annually in line with the strategies, targets and guidelines recommended by national institutions, the European Union and the European Institute for Gender Equality.

The Plan is organised into three parts. The first part provides a brief overview of national and institutional context, the second part presents a preliminary analysis of gender disaggregated data collected from academic and administrative units of the IMU, and the final part outlines the gender equality objectives of IMU and key actions to be undertaken.





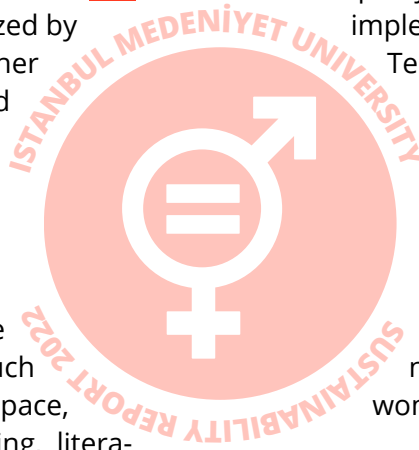
**Women and Democracy Association (KADEM)** is a non-governmental and non-profit organization working for the empowerment of women in Turkey and around the world and our faculty member Prof.Dr. Saliha OKUR GÜMRÜKÇÜOĞLU of IMU Law Faculty serves as KADEM's president.



Dr. Saliha Okur Gümrükçüoğlu  
President of KADEM

KADEM Web Page- President of KADEM

IMU became one of the partners of the **8th Gender Equality Congress** organized by KADEM together with six other universities. The congress organized with the theme "Women and space" brought together many academicians including our faculty members to discuss the spatial dimension of female identity. In the congress, eight sessions were held throughout the day on topics such as space and identity, woman and space, public space, psychological well-being, literature and arts, history and religion, sociology, philosophy, work-life balance, business life, refugees and media discussed in the context of woman identity.



8th Gender Equity Congress

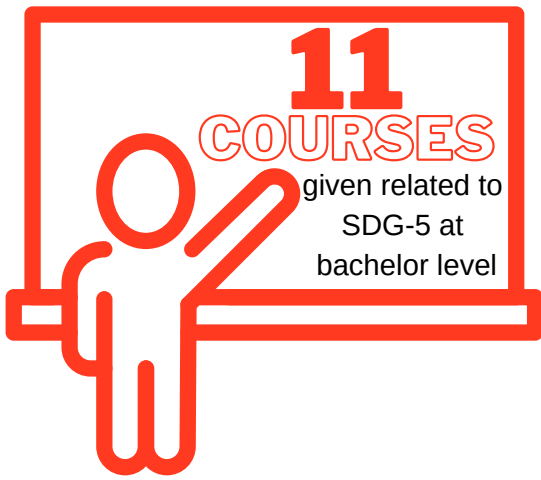
IMU cooperated with TUBITAK and other universities for the project titled **"Earthquake and Women: Identification, Investigation and Solution Recommendations for Disaster Risk Reduction and Preparedness Planning that are Sensitive to Social Vulnerabilities in Istanbul"**, in which our International Relations Department Res.Asst.Dr. Sercan PEKEL participated as a researcher. Thanks to this partnership, gender injustice was emphasized, where disasters affect men and women in different ways, and a contribution was made to carry out gender-sensitive disaster management processes by taking these differences into account in the decision-making and implementation processes regarding disaster management plans and preparations.

IMU became the partner of the **entrepreneurial women trainings** organized at the Tuzla Municipality Women's Entrepreneurship Center, implemented by the Ministry of Industry and Technology through the Istanbul Development Agency and financed within the scope of the Social Development Support Program. Thanks to this partnership, which we will support with 14 instructors, trainings will be provided in 12 different branches in order to develop women's entrepreneurship and empower entrepreneurial women.

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. 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.



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 aware of our critical role and therefore, we primarily inform our students, the leaders and decision-makers of the future, about the Sustainable Development Goals through course contents, co-curricular activities and student club activities and strengthen their awareness. For this purpose, each of our faculties and departments prepares SDG-related course contents, including courses that address the Sustainable Development Goals holistically, as well as specific contributions that can be made by the expertise of the relevant professional field in which they provide training. In 2022, 11 bachelor degree courses related to SDG-5 were given at IMU. Some of these are listed below.



IMU Career Club, one of the student clubs of our university, organized an event under the theme of March 8, International Women’s Day, for students to develop their career goals. In the event **“Woman at Work Has a Say”**, which took place on Monday, March 7, 2022, between 13.00-16.00, the success stories of prominent figures in business and their experiences in business life were presented to the students. The speakers emphasized the importance of promoting women leaders in the business world for policies that will advance gender equality and underlined that eliminating all forms of discrimination against women is not only a matter of human rights but is also critical to accelerating sustainable development. They stressed the significance of the empowerment of women in economic growth and development in every field and provided the students with information about what steps could be taken in achieving this goal.

Law Workshop Club of our university organised a movie night for **“Suffragette”** on Friday, March 4, 2022, at 16:00, at Aşık Paşa Conference Hall in South Campus. In the program organized on the occasion of International Women’s Day, the **“Suffragette”** movie giving messages on women’s fundamental rights and freedoms, gender equality and women’s political participation was screened. After the movie, an illustration exhibition consisting of illustrations from the **“Pioneering Women of Turkey”** prepared by the European Union Delegation to Turkey, which deals with the fundamental rights and freedoms of women, was presented to the attention of the participants.



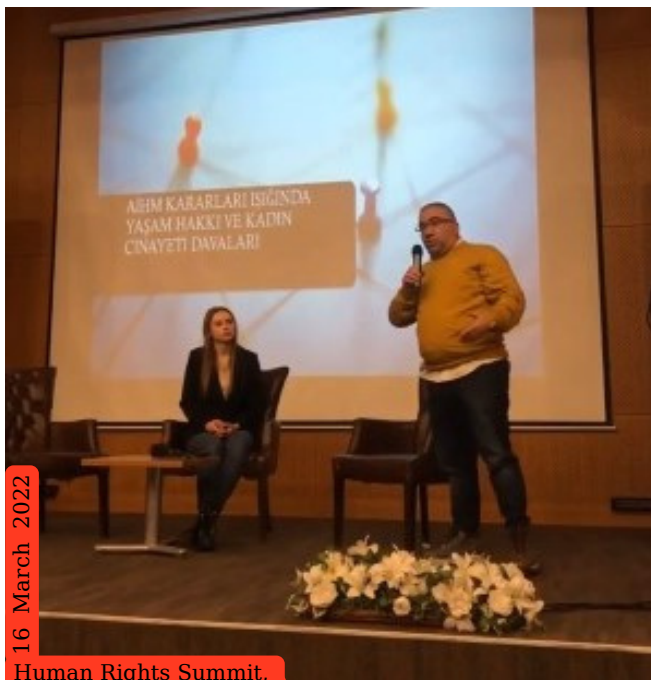
04 March 2022

Student exhibition: “Pioneering Women of Turkey”

Faculty	Course
Arts and Humanities	SOS 330 - Woman and Gender
	FEL464 - Gender Philosophies
	TAR319 - Woman and Family in Turkish History
Health Sciences	SHB253 - Human Rights and Social Work
	SHB357 - Social Work with Children and Families
Law	HUK156 - Human Rights Law
Medicine	TF408 - Obstetrics and Gynecology
	TFS611 - Obstetrics and Gynecology



The **Human Rights Summit**, organized by Aydın Civilizations Academy Student Club of our university was held on Wednesday, March 16, 2022, in Aşıkpaşa Conference Hall in the South Campus of our university. In the event, Att. Onur TATAR explained the interpretation of the right to life in the light of jurisprudence of the court in his speech titled **"The Right to Life and Femicide under the ECHR"**. Evaluating femicides on the basis of the right to life, TATAR explained that issues such as gender inequality, gender discrimination, domestic violence, and forced marriages play a role in femicides, and states have important positive obligations in terms of the right to life in the context of femicides. He stated that the events which could constitute intervention in the victim's right to life, that occurred after the victim applied to the local state authorities may invoke the state responsibility in terms of positive obligations of the states. 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.



16 March 2022

Human Rights Summit, "The Right to Life and Femicide under the ECHR"

Medeniyet Gemisi Student Club of our university organized the **Medeniyet Gemisi Summit events** on May 16-17-20, 2022. Approximately 700 students and academicians participated in the event, which included 13 speakers and 7 sessions for 3 days during the week of 16-20 May, 2022. On May 17, 2022, 6th session was held with the title **"If a Woman Wants: How Did I Succeed?"**. The session was held with the participation of EZA A.Ş Chairman of the Board Ms. Nilüfer KESKIN and Brooklyn Insurance and Reassurance Brokery A.Ş Founder and CEO Kadriye PEHLIVAN. In the session where the importance of female labour force participation and gender equality were emphasized, speakers also talked about their own work and life stories and underlined that the wrong perceptions of the society should be destroyed and that women can achieve anything if they want.



Medeniyet Gemisi Summit Events

**Parliamentary Simulation** event, which was organized for the first time within our university in cooperation with the Justice, Democracy and Legal Studies Association and Aydın Medeniyetliler Akademisi Law Student Club, was held on March 8, 2022 at 09.00 at Göztepe Campus Aşık Paşa Conference Hall. In the event, predetermined commissions discussed the legislative proposals prepared by the students. Among the aforementioned bills, the titles were such as "Identification of Stray Animals" aiming at the protection of land animals, **"Ensuring Equality of Women and Men in Political Life"** aiming to focus on women's political participation and gender equality, and "Prohibition of Nuclear Activities" aiming at the protection of natural heritage and ecosystem.





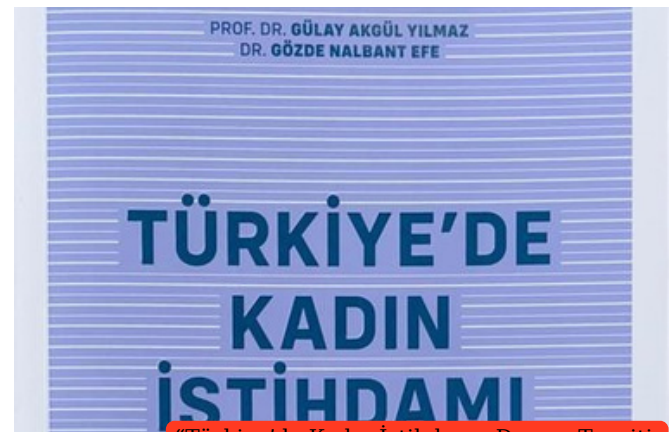
IMU Psychology Club organized the **3rd Psychology Days** with the theme of "REFLECTION". The event was held on 28-29 May 2022 at Ziraat Bank Library. The third and final workshop was held by sociologist Sinay AVŞAR on the topic "**The Reflections of Gender Roles on Feminine and Masculine Identity**". Within the scope of the workshop, the reflections of social roles attributed to the identities of femininity and masculinity to people in terms of identity, gender, and psychology were discussed. This workshop enabled the students to look at their masculine and feminine identities and gender equality in a social context, and their memories as men and women were touched upon. The participants talked about their own gender attributions and difficulties.

The second of the 2022 Fall Semester "Political Science and Public Administration Department Seminars" was held on Thursday, October 20, 2022 at the Meeting Hall of the Faculty of Political Sciences. In this context, Istanbul Ticaret University faculty member Prof.Dr. Ömer ÇAHA gave a seminar titled "**Social Values in Turkey in the Light of Research Findings**". In the seminar, ÇAHA analyzed the answers given by the participants to the questions under the title of "Values Regarding Women and Family". In this context, he touched upon the general views of the society on gender inequality, women's employment, and women's empowerment. He stated that an egalitarian understanding of the male-female relationship is dominant in Turkish society, and that this tendency is higher among young people, those with higher education and economic status.



20 October 2022  
Seminar on  
Social Values in Turkey in the Light of Research Findings

The book titled "**Türkiye'de Kadın İstihdamı Durum Tespiti, Bölgesel Analiz ve Politika Önerileri (Women Employment in Turkey: Due Diligence, Regional Analysis and Policy Recommendations)**", co-authored by Asst.Prof.Dr. Gözde NALBANT EFE from our university, Faculty of Political Sciences Department of Public Finance and Prof. Gülay AKGÜL YILMAZ from Marmara University, Faculty of Economics, Department of Public Finance, has been published by the Public Accountants Foundation. Aiming to identify the findings that will shed light on the policies to be developed to increase women's employment, the book was built on two main axes: The first is to reveal the situation and structural characteristics of women's employment in Turkey, and the second is to determine the factors affecting women's employment at the regional level. In order to reveal the status of women's employment, YILMAZ and EFE evaluated women's labor force participation, women's employment and women's unemployment data in comparison with men in the 2004-2021 period in Turkey. In addition, they also analyzed women's employment based on their educational status, job status, branches of economic activity, and occupational segregation. They also discussed the obstacles to women's employment under the headings of reasons for not participating in the workforce, women's political participation in decision-making mechanisms, informal employment of women, gender wage gap, glass ceiling phenomenon and youth unemployment. They also emphasized the importance of the issue by comparing the indicators on women's employment in Turkey with OECD member countries.



"Türkiye'de Kadın İstihdamı: Durum Tespiti, Bölgesel Analiz ve Politika Önerileri" Book Cover

Our university's Faculty of Political Sciences, Political Science and Public Administration Department member Dr. Burcu TAŞKIN and PhD Student Berfin ÇAKIN's book chapter in the edited volume ["Social Partners and Gender Equality: Change and Continuity in Gendered Corporation in Europe"](#) discussed the functioning of the social networks and confederations on gender equality issues in Turkey with the chapter "Selecting Social Partners: Collective Bargaining for Gender Equality in the Shadow of Political Polarisation and Ideology in Turkey". In the book chapter, TAŞKIN and ÇAKIN brought an intersectional gender perspective that will influence the social partners and corporatist decision-making processes in Turkey on which the relations and bargaining between the central government/government/state and trade unions are based. The authors noted that although Turkey is in the top 20 economies in the economic development ranking, it is behind in the gender equality ranking. They argue that since the 2000s, the EU harmonization process and the approach of pluralistic policies have implemented more gender-equal policies in the business sector, and non-state and international actors work in harmony in this area, underlining the changes in discourse and practice that take place from time to time. The study revealed that although there is an increase in women's political participation, women labor force participation and partaking in sectoral organizations and this is not reflected in the decision-making processes. The researchers found that although female union leaders hold higher managerial positions in left-wing unions and specifically target gender-related issues such as gender quotas, equal wages and parental leave, due to their ideological stances and legal restrictions, these issues are most likely to be included in collective bargaining. While arguing that this is an important obstacle, the authors suggested that the central government's establishing a pluralistic and equal distance relationship with the unions will make an important contribution to the empowerment of women.

The article titled ["Female Entrepreneurship for Sustainable Economy and Development—Challenges, Drivers, and Suggested Policies for Resource-Rich Countries"](#), co-authored by Dr. İbrahim ARI, a faculty member of our University's Computer Engineering Department, was published in Sustainability journal. In the article, a holistic strategic model was developed, primarily using design and systems thinking approaches, to alleviate obstacles and limitations to women's entrepreneurship, such as gender inequalities, and to sustain economic development with the help of women. Secondly, based on this conceptual model, an integrated policy framework was proposed to promote women's entrepreneurship and increase their participation in economic diversification to achieve sustainable development. Third, a survey was conducted to verify the feasibility and effectiveness of the proposed policy framework. The results revealed that aspiring female entrepreneurs surveyed believe that the proposed policies of providing more local training and mentoring programs, as well as subsidies and funding from the government, remain valid. Moreover, although female participants agreed that entrepreneurial practices should comply with local and cultural traditions, it was concluded that spreading awareness about their social and economic contributions to society and moral support are an additional need. Finally, the findings showed that many female participants, mostly Qatari citizens, were willing to become both entrepreneurs and investors to partner with other women and help fund other initiatives to contribute to the overall sustainability of female employment.

The project titled ["Evaluation of Impact Analyses of Projects and Practices to Prevent / Reduce Domestic Violence within the Scope of Combating Domestic Violence Against Women using GAP Analysis"](#), supported by TUBITAK 1001, in which Assoc.Prof.Dr. Safa KOÇOĞLU, faculty member of the Department of Political Science and Public Administration of our University, is a researcher, continues to examine the dimensions of domestic violence in Turkey. The project, led by Prof.Dr. F. Umut BEŞPINAR from Middle East Technical University, is being carried out by a team of nine researchers. As a result of the research conducted in the first two



phases of the project, the areas in need of improvement in the Action Plans were identified as “Legislative arrangements for equality between women and men, awareness raising and mindset transformation, provision of preventive services and empowerment of women victims of violence, organization and implementation of inclusive health services, inter-institutional cooperation and policy development”. With the project, programs developed and implemented for women who have experienced domestic violence will be analyzed and evaluated under concrete conditions, and gaps between the needs of women and the services provided will be identified. Effective, preventive and realistic policy recommendations will be presented through impact analysis of projects and practices aimed at preventing/reducing domestic violence carried out within the scope of combating domestic violence against women in Turkey. In this way, the project will make a significant contribution to the Sustainable Development Goal of adopting and strengthening sound policies and enforceable legislation for the promotion of gender equality.

The **Strong Woman Happy Family Project**, which is a social R&D project that lasted for 14 months in 2021 and 2022, was carried out in cooperation with Kocaeli Governorship, universities, chambers of industry and commerce, Eastern Marmara Development Agency and Kocaeli City Council under the leadership of ŞURA Urban Policies and Research Center established within Kocaeli Metropolitan Municipality. Prof. Hamza ATEŞ, a faculty member of our university, was among the researchers of the project. The Strong Woman Happy Family Project was created in 3 basic steps. In the first step, a large-scale field research was conducted using both quantitative and qualitative research methods. In this context, a face-to-face survey was conducted with 3,500 women throughout the province, in-depth interviews with 100 women, and a special survey on women’s problems during the pandemic was administered to ENT staff. In the second step, a literature and cold data research was conducted on the main problems of women and public services for them. As a third step, the Women and Family Council and Workshop was organized on March 8, 2022, which is Women’s Day. At the Women and Family

issues of protecting and empowering women from vulnerable segments of society, preventing violence against women, spreading awareness of gender equality, making cities sustainable not only physically but also as a social structure, and preserving family values and transferring them to future generations were discussed.

