

IMU SDG PROGRESS REPORT

on **SDG-5 GENDER EQUALITY**



SDG PROGRESS REPORT

ISTANBUL MEDENIYET
UNIVERSITY

**Istanbul Medeniyet University
Sustainability Office**

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<https://sdg.medeniyet.edu.tr>
[@surdurulebilir_imu](https://www.instagram.com/surdurulebilir_imu)

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SDG Icons

<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>

FOREWORD

The 17 Sustainable Development Goals adopted by the United Nations in 2015 with the mission statement “a blueprint to achieve a better and more sustainable future for all people and the world by 2030” have become guiding principles for all of us as countries, institutions, and individuals today. In this context, the new vision for universities has now shifted from the older scholastic concept of education solely oriented toward professional training to an understanding that prioritizes human and social responsibility. Therefore, universities are central to the achievement of sustainable development goals. Thus, as İstanbul Medeniyet University,

We always consider sustainable development goals in our university’s high-level strategies, organize our management and implementation processes in line with these principles, and follow up on our activities and process of sustainability through reports for continuous improvement. **(OPERATIONS)**

While we help our students gain professional and personal skills and qualifications, we are raising future leaders, decision-makers, entrepreneurs, teachers, and more importantly, individuals with the awareness of creating a better world through the sustainability trainings we include in our course contents. **(LEARNING)**

We carry out a wide range of activities and events to share our knowledge, experience, and best practices about the implementation of SDGs with our students, staff, and local community with the ultimate aim of building a more conscious society. **(EVENTS)**

In 2022, IMU Sustainability Office was established to assume the role to place “Sustainable Development Goals” in the center of our institutional practices, educational planning, and research activities and to lead toward the realization of these goals. IMU Sustainability Office plays a significant part in developing our institutional strategies for SDGs, planning and carrying out our related activities and reporting on our progress. In addition to its contribution to institutional development, the Office also organizes public training programs and workshops.

Our Sustainability Office has planned to create annual sustainability development goals progress reports that will include all the goals and all areas of activity of our university so that we can see our progress in achieving SDGs to create new and better strategies and the report you are reading has been issued for the year 2023 as a result of these efforts. I thank everyone who have contributed to the creation of the report and especially Res.Asst. Ayça ÇELİKBİLEK, Lect. Zehra SAVAN and Res.Asst. Furkan ERUÇAR, who have edited and published all the content for our SDG website and our reports. I hope that our efforts will inspire new ideas, actions, and collaborations to take action for a more sustainable and livable future.

Prof. Dr. Yaşar BÜLBÜL

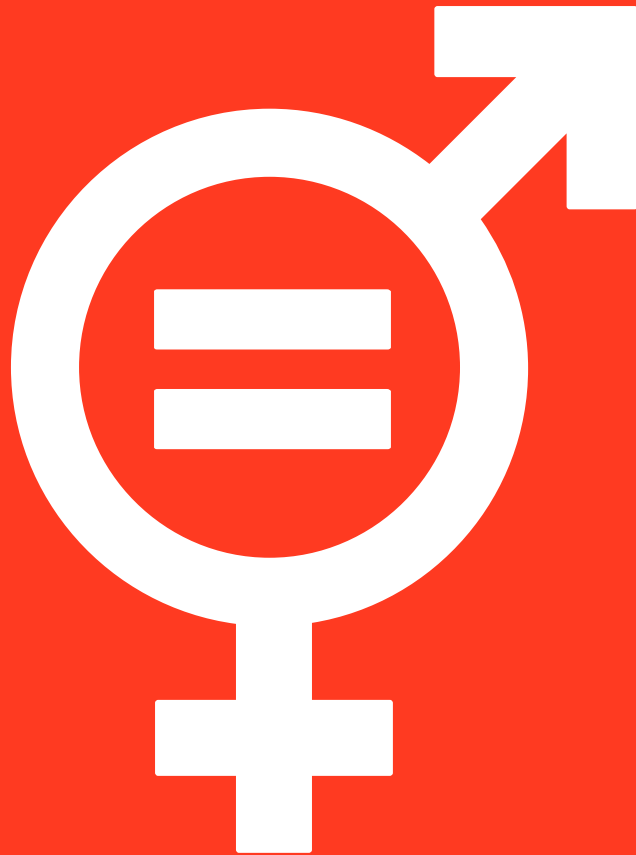
Vice-Rector and Sustainability Office Coordinator
İstanbul Medeniyet University

The Times Higher Education Impact Rankings, which assesses the contribution of universities around the world to sustainable development goals, has been an important source of motivation for us to see our place in the world and measure our contribution with all the activities we carry out for sustainable development as a higher education institution. As Istanbul Medeniyet University, we were included in THE Impact Ranking for the first time in 2021 by applying with only 4 SDGs, while we applied with 11 SDGs for 2024, being ranked 601-800 in the global ranking. The table below shows IMU's continued rise on this ranking.

Sustainable Development Goals	THE Impact Rankings 2024	THE Impact Rankings 2023	THE Impact Rankings 2022	THE Impact Ranking 2021
General Ranking	601-800	801-1000	1001+	1001+
SDG 1 No Poverty	601-800	601-800	-	-
SDG 2 Zero Hunger	301-400	401-600	401+	301-400
SDG 3 Good Health and Well-being	301-400	301-400	401-600	401-600
SDG 4 Quality Education	1001-1500	801-1000	801-1000	601-800
SDG 5 Gender Equality	801-1000	801-1000	-	-
SDG 8 Decent Work and Economic Growth	401-600	401-600	401-600	-
SDG 9 Industry, Innovation and Infrastructure	801-1000	601-800	601+	-
SDG 10 Reduce Inequalities	401-600	401-600	401-600	-
SDG 11 Sustainable Cities and Communities	601-800	401-600	601+	-
SDG 12 Responsible Consumption and Production	201-300	201-300	-	-
SDG 17 Partnerships for the Goals	401-600	601-800	1001+	601-800

5

**GENDER
EQUALITY**





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.

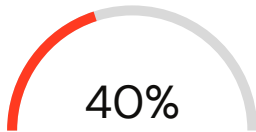
UNDP has made gender equality central to its work and we've seen remarkable progress in the past 20 years. There are more girls in school now compared to 15 years ago, and most regions have reached gender parity in primary education.

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.



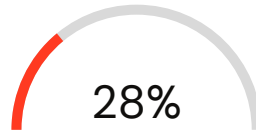
1 in 5 women get married before they turn 18



40% of global employment is made up of women



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



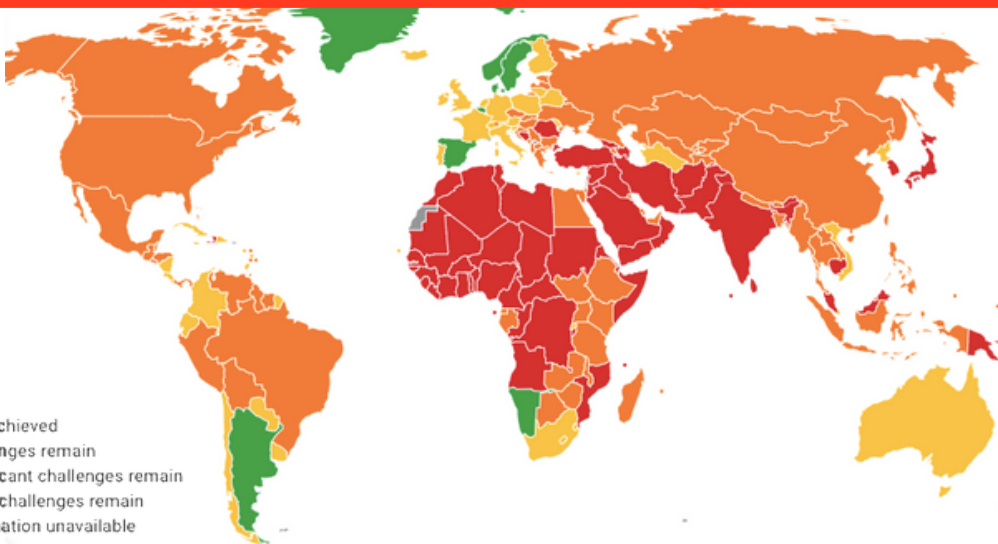
28% of managerial positions were held by women in 2022

300 YEARS

proportion of women in management positions

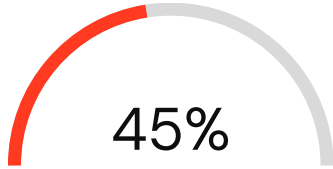
Legend

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

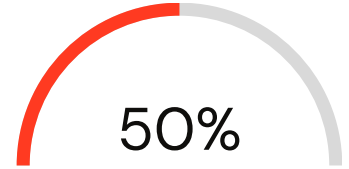


801-1000

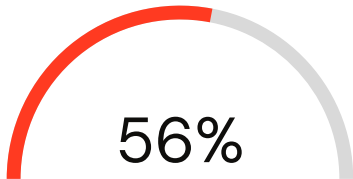
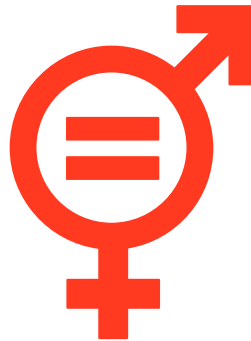
"Gender Equity" category
2024 ranking



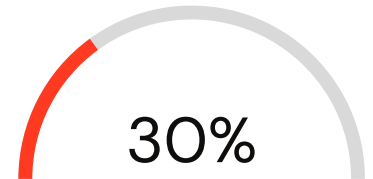
45%
of staff are women



50%
of academic staff
are women



56%
of students are women



30%
of administrative staff
are women



gender equality policy



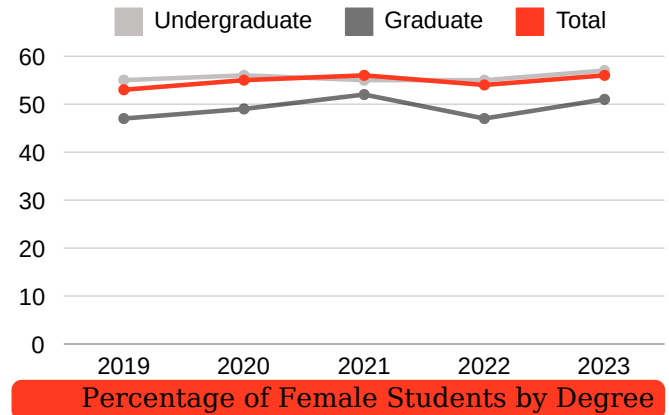
The fundamental legal basis of gender equality in Turkey is the Turkish Constitution, which guarantees equality before the law regardless of gender. As stipulated in [Article 10 of the Constitution](#), "All individuals are equal without any discrimination before the law, irrespective of language, race, 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 57%, and the proportion of female students in our total number of students was 56% in 2023. Also, the rate of our female students was much higher than male students in both undergraduate and postgraduate graduation.



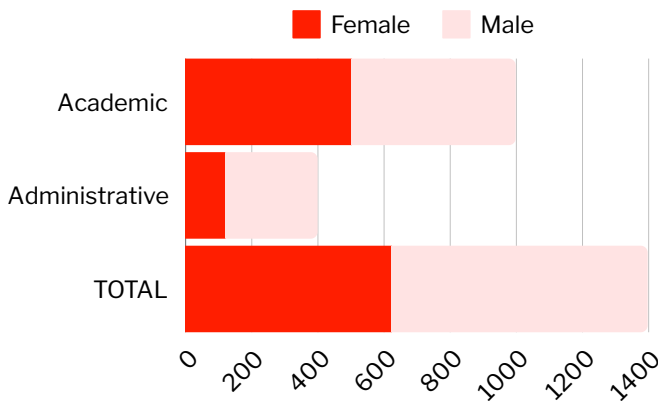
Gender Equality Policy

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.

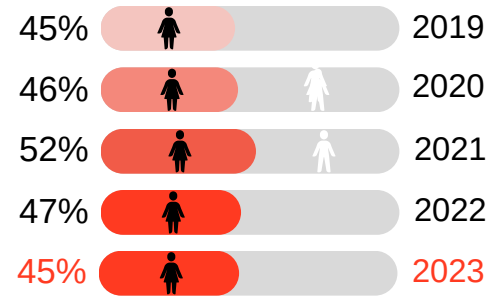
Gender Equality Monitoring Schemes

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 2023, the proportion of female academic staff in IMU increased from 49% to 50%. The proportion of female administrative staff and workers is 41%. And the total number of female academic and administrative staff remained constant at 45%.



The graph below shows the change in the ratio of female employees in IMU over the years.



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 36% across all the categories in 2023. The distribution in high-level administrative positions is in favor of women. In academic staff; while the inequality rate in professor positions is 41%, in high-level academic management positions the rate is still as high as 71% in favor of men.

Position	Female	Male
Vice Rector	1	2
Dean	1	10
Professor	57	137
Head of an Administrative Department	5	3
Other High-level Administrative	10	5
TOTAL	74	157

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 2023, 24 of our female staff members took maternity leave, while 14 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. In 2023, 23 children benefited from IMU kindergarten, 19 of which were children of our staff.

The education service of our kindergarten is carried out every weekday between 8.30 - 16.30 hours and lunch is provided by taking care of the healthy nutrition of the children.



IMU Kindergarten

Women's Application in Under-represented Subjects

IMU encourage applications by women in subjects where they are less represented via its collaborations, trainings and events.

In 2023, Istanbul Medeniyet University (IMU) allocated special quotas in associate and undergraduate programmes for the first time in cooperation with YÖK for women over the age of 34 who could not attend university for various reasons. With this practice, called the **"Quota for Women Over 34"**, a special quota was reserved for women over 34 who have not graduated from any undergraduate program before in the associate and undergraduate programs of Istanbul Medeniyet University, which is a state university and accepts students through central placement.

With the quotas published in the 2023 YKS Guide with the **"Candidates with Special Situations"** quota, 45 women started higher education at IMU. Women who have not graduated from any undergraduate programme before benefited from this right, while those who graduated from an associate degree programme before were allocated a quota for undergraduate programmes.

With this cooperation, it is aimed to increase the rate of women's participation in higher education in Turkey, which is much higher than in Europe.

In order to **encourage women entrepreneurs** to participate more in the business world and to provide them with the necessary training support, Istanbul Medeniyet University and Tuzla Municipality Women Entrepreneurship Centre (KAGİM) have signed a beautiful project together. With the project supported by 14 academics of our university, women participants were trained in 12 different branches and they became well-equipped entrepreneurs.

This important initiative, supported by the Ministry of Industry and Technology, aiming to develop female entrepreneurship and female entrepreneur's empowerment in Turkey, will be implemented at the Tuzla Municipality Women's Entrepreneurship Center through the Istanbul Development Agency. In the Center; it was planned to provide vocational training on important issues such as entrepreneurship, customer relations, accounting, product photography, digital marketing, patent and license readership, tradesman exemption, e-commerce, sales marketing, foreign trade, IT law, TÜBİTAK, SME and KOSGEB supports that an entrepreneur need to know and will enable the development of small enterprises.

TC. Sanayi ve Teknoloji Bakanlığı SOGEP KAGİM

TC. Sanayi ve Teknoloji Bakanlığı tarafından, İstanbul Kalkınma Ajansı aracılığıyla uygulanan Sosyal Gelişmeyi Destekleme Programı kapsamında finanse edilen

Kadın Girişimcilik Merkezi

Kurs Kayıtlarımız 19 Kasım Dünya Kadın Girişimciler Günü'nde Başlıyor

19 Kasım Cumartesi 10.00

Basvuru için: ehadituzla.com

Eğitimler Etkinlikler Seminerler Sergiler Danışmanlık Mentorluk

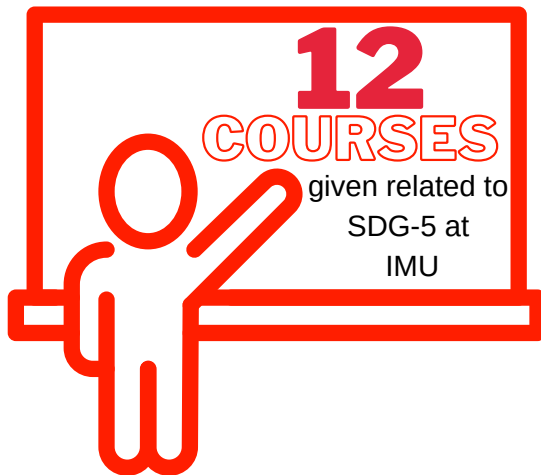
Muhasebe Online Mağaza Şurpriz

Percentage of Female Students by Degree

LEARNING

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 2023, 12 bachelor degree courses related to SDG-5 were given at IMU.

Some of these are listed below.



Faculty	Course
Arts and Humanities	SOS 330 - Woman and Gender
	FEL464 - Gender Philosophies
	TAR319 - Woman and Family in Turkish History
	PSİ429 - Family Relations
	SOS 309 - Family Sociology
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
All- Elective	IMU071-Introduction to Sustainability

EVENTS

The 4th Psychology Days, organised by the Psychology Student Club was held on May 21, 2023 at the meeting hall of IMU Ziraat Bank Library with the theme of "Living". Within the scope of the event, Specialist Clinical Psychologist Elif Bestenigar MERT made a presentation titled "Being a Woman in Disaster" and discussed the social and psychological difficulties faced by women in disaster situations. The main themes of the presentation were women's vulnerability in disaster processes, gender inequalities in these processes and the problems women face in accessing health system, education and employment rights.

MERT emphasised the need to support and empower women in disasters. She drew attention to the importance of women-specific support programmes for strengthening women's access to health services, preventing gender-based violence and supporting women's psychological well-being in post-disaster rehabilitation processes.

4. PSİKOLOJİ GÜNLERİ
"YAŞAMAK"

MANİPULATİF İLİŞKİLERLE YAŞAMAK: GASLIGHTING, GHOSTING & LOVE BOMBING Uzm. Kll. Psik. RENGİM LAL KILAVUZ 10.45-11.15	İŞ VE ÖZEL HAYATI DENGELİ YAŞAMAK Dr. Öğr. Üyesi İREM ÖZTÜRK ANABAL 14.45-15.45
TERAPİ ODASININ SINIRLARINDA YAŞAMAK Uzm. Kll. Psik. PINAR GÜMÜŞSARI 11.30-12.30	ANDA KALMA MİNDFULNESS ATÖLYESİ Uzm. Kll. Psik. RABİA YAVUZ 16.00-17.00
AFETTE KADIN OLMAK Uzm. Kll. Psik. ELİF BESTENİGAR MERT	ANDA KALMA MİNDFULNESS ATÖLYESİ

The 4th Psychology Days

The Psychology Student Club organized an event titled "Gender-Based Violence: Male Violence Practitioners" on December 08, 2023 for our students, staff and external participants. The seminar on Forensic Psychology, organized by the Academic Activities team of the society and given by Psychologist Dr. Duygu BUĞA, was held in Hasan Polatkan Hall of Ziraat Bank Library of our University.

Dr. BUĞA started the seminar by defining gender roles, in which she discussed topics such as types of sexism, male violence against women, domestic violence and sexual aggressor typologies in detail. Classifying violence as physical, emotional, social, economic and sexual violence, BUĞA emphasized gender injustice by stating that 98% of domestic violence is perpetrated by men against women. The seminar continued with discussions on the concept of hegemonic masculinity and how men maintain their socially dominant position and how women's subordinate position is maintained within this structure.

İSTANBUL MEDENİYET ÜNİVERSİTESİ
PSİKOLOJİ TOPLULUĞU

**Toplumsal Cinsiyet
Temelli Şiddet:
Erkek Şiddet
Uygulayıcılar**

Adli Psikoloji Semineri

**08
Aralık
2023**

"Gender-Based Violence: Male Violence Practitioners" Seminar

EVENTS

Istanbul Medeniyet University Faculty of Arts and Humanities organised a symposium titled **“Representation of Women in Turkish Literature from Past to Present II”** between 8 - 10 March within the scope of 8 March International Women's Day.

On the first day of the symposium, presentations were made on women in academia in Turkey towards 2030, representation of women in economic life, women poets, and women within the framework of the distinction between public and private spheres.

After the presentations, the exhibition titled **“Representation of Women”** met with the enthusiasts after the opening ceremony within the scope of 8 March Women's Day in the ground floor foyer of the library building of our university.

On the second and third days of the symposium, our university hosted many researchers. The symposium programme, where many papers were presented, attracted great interest from the participants.



“Representation of Women” Exhibiton

Istanbul Medeniyet University hosted the **“Earthquake and Women”** symposium organised by the Foundation of Women Health Professionals (KASAV). In the symposium held at IMU South Campus Conference Hall, speeches were made on the topics of “Disaster and women”, “Women health professionals in earthquakes”, “Red Crescent and Earthquake, “Earthquake and spiritual services, counselling” and solution proposals were discussed. In the symposium, representatives of different institutions and organisations as well as academicians and doctors talked about their field experiences and discussed scenarios related to possible disasters.

In the speeches, it was stated that volunteers working in post-disaster activities are mostly composed of women, and they are the ones most affected by disasters. Also the vulnerability of women is higher than that of men in case of emergency disaster and it was emphasised that separate activities should be carried out for vulnerable groups such as women, disabled, elderly and infants. At the same time, it was pointed out that women recognise the problems early and act in a solution-oriented manner in post-disaster activities.



“Earthquake and Women” Symposium

