IMU SDG PROGRESS REPORT

on SDG-5 GENDER EQUALITY

2025





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

https://sdg.medeniyet.edu.tr
@surdurulebilir_imu

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Coordinated by
Prof.Dr. Yaşar BÜLBÜL

Written by
Res.Asst. Ayça ÇELİKBİLEK
Res.Asst. Furkan ERUÇAR
Lecturer Zehra SAVAN

Designed by
Res.Asst. Ayça ÇELİKBİLEK

SDG Icons
https://www.un.org/sustainabledevelopment/news/communications-material/
Sustainable Development Report Maps
https://dashboards.sdgindex.org/map/
SDG Statics
https://unstats.un.org/sdgs/report/2025/
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 2025 as a result of these efforts. I thank everyone who have contributed to the creation of the report and especially Res.Asst. Ayça ÇELİKBİLEK, Res.Asst. Furkan ERUÇAR and Lect. Zehra SAVAN 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
Istanbul 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 2025	THE Impact Rankings 2024	THE Impact Rankings 2023	THE Impact Rankings 2022	THE Impact Ranking 2021
General Ranking	**401-600**	**601-800**	801-1000	1001+	1001+
SDG 1 No Poverty	**801-1000**	**601-800**	601-800	-	-
SDG 2 Zero Hunger	**301-400**	**301-400**	401-600	401+	301-400
SDG 3 Good Health and Well-being	**401-600**	**301-400**	301-400	401-600	401-600
SDG 4 Quality Education	**801-1000**	**1001-1500**	801-1000	801-1000	601-800
SDG 5 Gender Equality	**1001-1500**	**801-1000**	801-1000	-	-
SDG 8 Decent Work and Economic Growth	**601-800**	**401-600**	401-600	401-600	-
SDG 9 Industry, Innovation and Infrastructure	**601-800**	**801-1000**	601-800	601+	-
SDG 10 Reduce Inequalities	**401-600**	**401-600**	401-600	401-600	-
SDG 11 Sustainable Cities and Communities	**401-600**	**601-800**	401-600	601+	-
SDG 12 Responsible Consumption and Production	**101-200**	**201-300**	201-300	-	-
SDG 15 Life on Land	**101-200**	**-**	-	-	-
SDG 17 Partnerships for the Goals	**301-400**	**401-600**	601-800	1001+	601-800

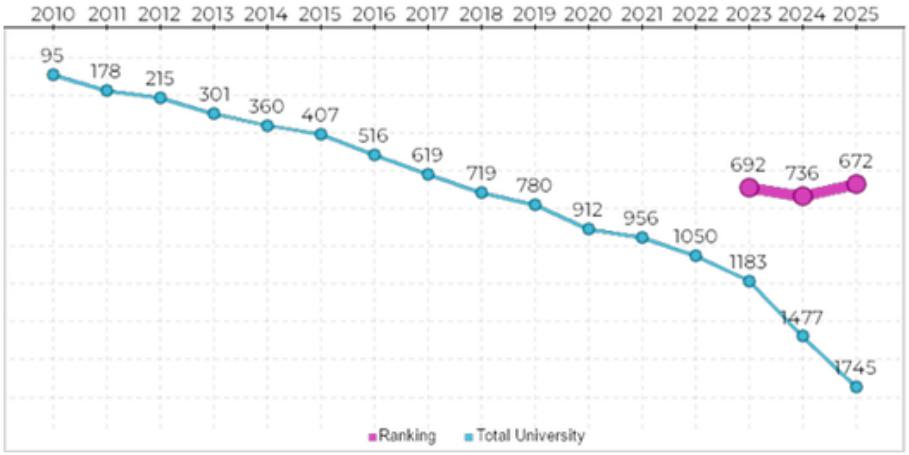
Another international index that assesses universities' performance in the field of sustainability is UI GreenMetric, which was launched by the University of Indonesia in 2010 and has since become the world's leading ranking for green campuses and environmental sustainability.

Participating in the UI GreenMetric World University Rankings for the third time in 2025, Istanbul Medeniyet University ranked 672nd out of 1,547 universities worldwide and 72nd out of 142 universities nationally.

IMU achieved full marks in the "Waste" category – one of the six categories assessing universities' environmental initiatives – and was among the 33 universities worldwide to achieve first place in this category.

Following the Waste category, in which we ranked first both globally and in Turkey, our University achieved its second-best result in the "Water" category, scoring 737.5 out of 1,000 to rank 477th globally and 43rd in Turkey.

In the Education and Research category, our University scored 1,362.5 out of a possible 1,800, placing 501st globally and 50th in Turkey.

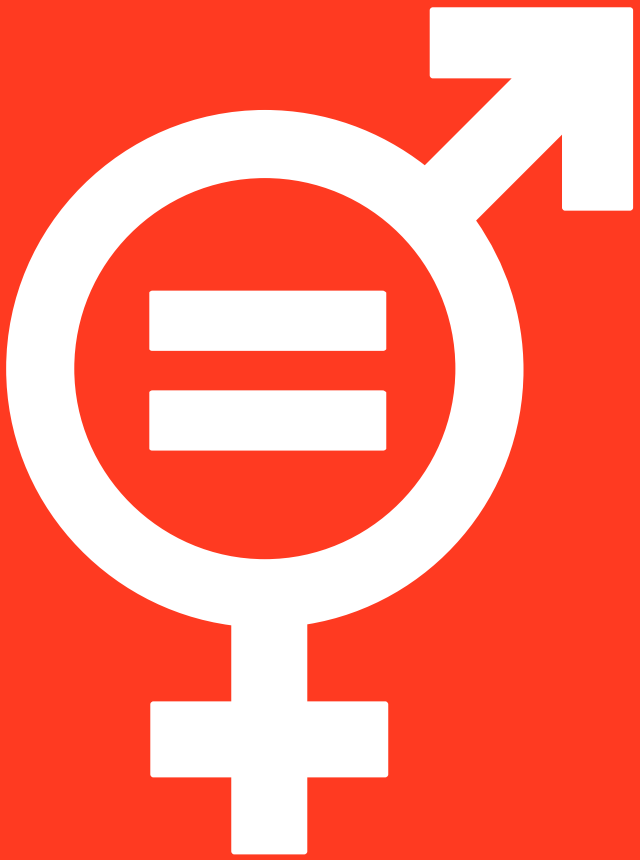


UI GreenMetric World University Rankings History Diagram

World Ranking	SI Ranking	EC Ranking	WS Ranking	WR Ranking	TR Ranking	ED Ranking
672	1464	1002	33	478	1231	501

Country Ranking	SI Ranking	EC Ranking	WS Ranking	WR Ranking	TR Ranking	ED Ranking
72	129	89	5	43	113	53

5 GENDER EQUALITY



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.

UN SDG

WORLD

1 in 5 women get married before they turn 18

64%

around the globe, women hold only 64% of the legal rights enjoyed by men

30.5%

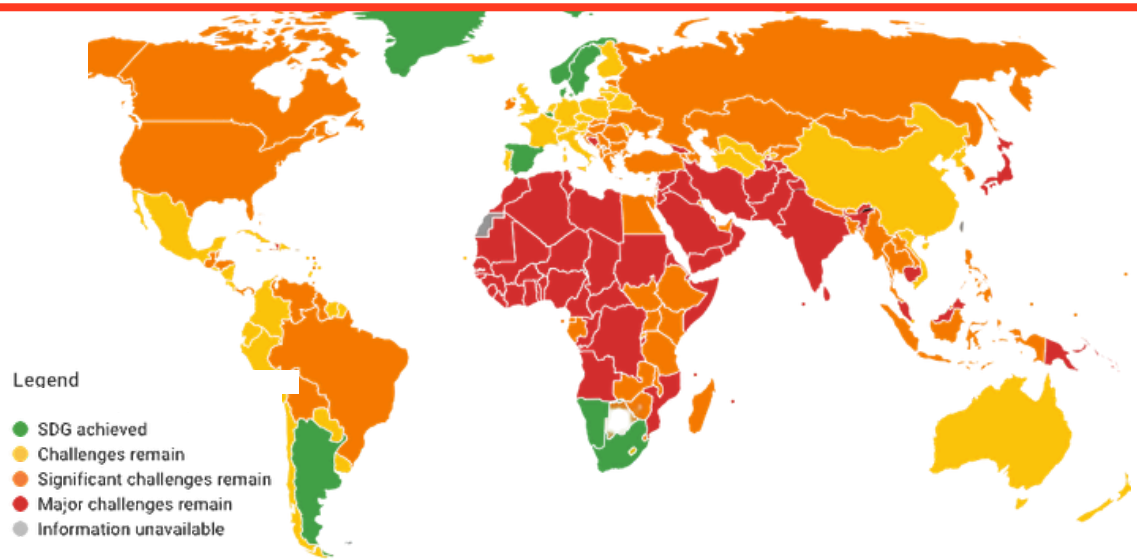
Women held 30.5% of managerial positions globally in 2025

316 MILLION

women were subjected to physical or sexual violence by an intimate partner in 2025

123 COUNTRIES

reported a system to track and allocate resources for gender equality and women's empowerment



TURKEY

ISTANBUL MEDENIYET UNIVERSITY

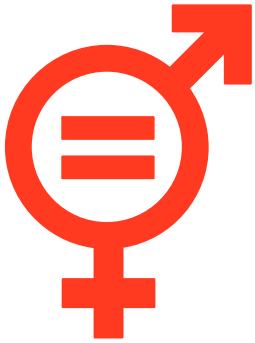
1001-1500

"Gender Equity" category
2025 ranking

THE IMPACT RANKINGS

74%
of Arts&Humanities Faculty graduates were women in 2025

50%
of academic staff are women



62%
of graduates were women in 2025

55%
of law graduates were women in 2024



gender equality policy

OPERATIONS

IMU

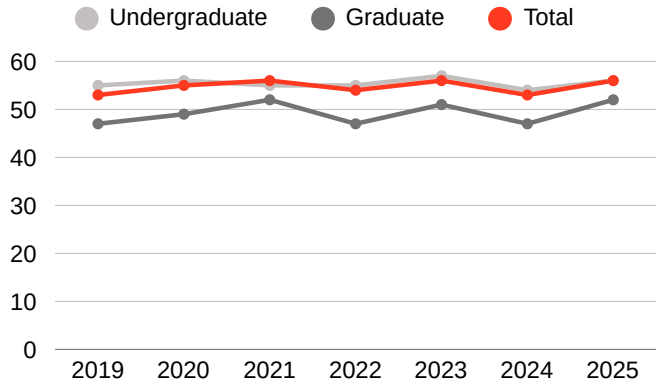
The fundamental legal basis of gender equality in Turkey is the Turkish Constitution, which guarantees equality before the law regardless of gender. As stipulated in **Article 10 of the Constitution**, *"All individuals are equal without any discrimination before the law, irrespective of language, race, 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 56%, and the proportion of female students in our total number of students was 56% in 2025. Also, the rate of our female students was much higher than male students in both undergraduate and postgraduate graduation.



Percentage of Female Students by Degree

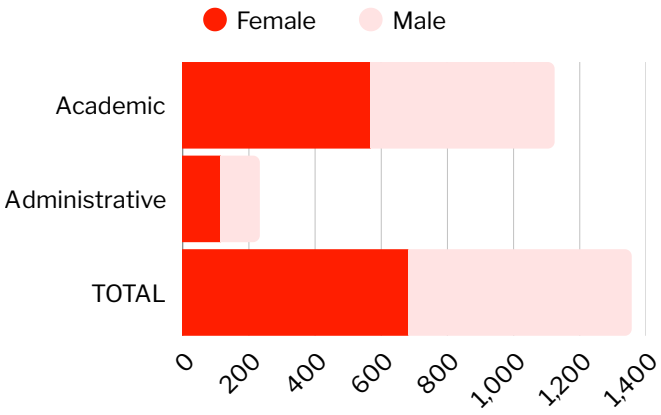
Gender Equality Policy

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 2025, the proportion of female academic staff in IMU increased from 49% to 50%. The proportion of female administrative staff is 49%. And the total number of female academic and administrative staff raised to 50% from 49% in 2025.



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 2025, Istanbul Medeniyet University (IMU) allocated special quotas in associate and undergraduate programmes again 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 2025 YKS Guide with the **"Candidates with Special Situations"** quota, 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.

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.

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.

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.

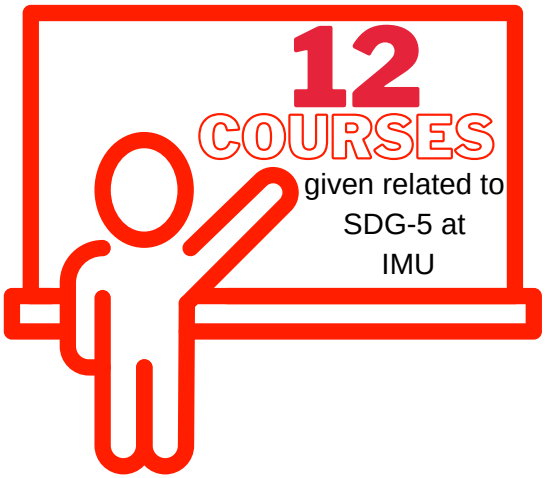


IMU Kindergarten

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 2025, 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

IMU Sustainability Student Club, in cooperation with the Sustainability Office, organized a meaningful initiative to celebrate **International Women's Day** on March 08, 2025, highlighting the importance of women's participation in the workforce and their contributions to society. As part of the initiative, club members prepared and distributed handmade seed paper cards to female students and staff at the University's North Campus.

The cards were produced using recycled paper obtained from old calendars collected from university staff in late 2024. Through recycling workshops, club members transformed the waste paper into new handmade sheets containing various wildflower seeds. The seed paper cards were then incorporated into specially designed bookmarks and presented to female members of the university community as environmentally friendly gifts. Rather than giving cut flowers, the project aimed to offer a lasting gift that could grow into flowers and contribute to urban biodiversity.

By celebrating women's contributions to academic and professional life, the initiative promoted recognition, appreciation, and social inclusion within the university community. It also encouraged students to actively participate in activities that combine gender equality awareness with environmental responsibility, demonstrating how sustainable practices can be integrated into campus-wide initiatives promoting respect and appreciation for women.







08 March 2025

Seed Paper Cards Distribution

Istanbul Medeniyet University's Sociology Student Club organized the event **"From Resistance to Empowerment: Women's Historical Struggle"** on March 17, 2025 as part of International Women's Day celebrations. The event, presented by Sociology student Zeynep Bozbulut, explored the historical development of feminism, major milestones in women's rights, and persistent gender inequalities in education, employment, healthcare and political participation.

The discussion also highlighted the importance of women's empowerment, equal pay, female leadership, and combating gender-based discrimination and violence. By raising awareness of women's rights and encouraging solidarity, the event contributed to promoting gender equality and greater participation of women in social and professional life.





17 March 2025

"From Resistance to Empowerment Women's Historical Struggle" Event

Medeniyet Techno Student Club, in cooperation with Üsküdar Municipality, organized a free cubism-themed painting workshop as part of the **"Being a Woman in Science"** event held at Üsküdar Science Center on March 15, 2025. The event highlighted women's contributions to science, academia, and art while addressing their professional experiences and challenges in working life.

Inspired by the artistic approach of Turkish painter Fahrünnisa Zeyd, participants explored the contributions of women in science through creative painting activities. By combining artistic expression with discussions on women's achievements, the workshop raised awareness of gender equality, encouraged women's participation in scientific and academic fields, and promoted greater recognition of their contributions to society.



15 March 2025

"Being a Woman in Science" Event

Istanbul Medeniyet University's Psychology Student Club and Aydın Medeniyetliler Student Club jointly organized the **"Violence Symposium"** on February 22, 2025. The event was held free of charge and was open to the public, bringing together experts from psychology, law, and social services to discuss different forms of violence and explore multidisciplinary approaches to prevention.

The symposium addressed the social, psychological, and legal dimensions of violence, with particular emphasis on domestic violence and gender-based violence. Speakers discussed how violence can manifest not only through physical aggression but also through threats, coercion, cultural expectations, and the misuse of economic power. The psychological mechanisms underlying violent behavior were also examined, providing participants with a broader understanding of the factors contributing to violence and its consequences for individuals and society.

The legal sessions focused on the role of the criminal justice system in combating violence, including existing legal sanctions, case studies, and approaches to preventing impunity. By encouraging interdisciplinary dialogue and raising awareness of domestic and gender-based violence, the symposium contributed to promoting gender equality, protecting vulnerable individuals, and fostering a safer and more inclusive society.







22 February 2025

"Violence Symposium"