

# 5. Gender Equality



Scholarly Output:  
**13**



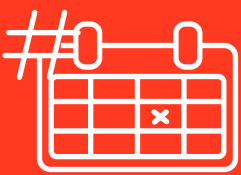
International Collaboration:  
**6**



Field-weighted Citation Impact:  
**1.53**



Number of Total Projects:  
**12**



Number of Events:  
**50**

## 1.

### Gender Equality in Recruitment and Career Planning

Led by the Gender Equality Action Plan, OzU continued to identify and address barriers to women's inclusion and career progression. The University remains focused on delivering strategic, sustainable and meaningful change across priority areas: leadership and governance, employment conditions, and women's career advancement. As of July 2022, 58% of the academic staff and 55% of the administrative staff are women. In the 2021-2022 Academic year, 25 out of all promotions at OzU were awarded to women (64%) and 56% of OzU's managers were female with a significant increase from %50 in the previous academic year.

## 2.

### OzU Gender Ideathon

The OzU Gender Ideathon event was organized by the Gender Equality Office as part of activities for March 8, International Women's Day, with the aim of asking Ozyegin University students to question the gender inequalities that have infiltrated and entrenched in daily life and to mobilize students to be part of the solution. OzU organized two major activities: a series of talks titled "Searching for Gender Inequalities in Everyday Life" and competition-formatted idea marathon. The teams participating in the Ideathon developed solution proposals and created their own projects. By the end of the Ideathon 3 projects (a project to prevent sexism in communication materials of the university, a project to disseminate gender equality awareness at kindergartens and a project to design a support mechanism for stakeholders of the university who feel threatened by gender-based violence) were awarded.

ÖZÜ GENDER IDEATHON  
CİNSİYET EŞİTLİĞİ İÇİN BİR FIKRİM VAR!

Bu kez fikirler cinsiyet eşitliği için yarışıyor. 8 Mart - 2 Nisan tarihleri arasında gerçekleşecek OzÜ Gender Ideathon'a sen de katıl, cinsiyet eşitliğinin güçlenmesine deneyimlerin ve fikirlerinle destek ol.

Toplumsal Cinsiyet Eşitliği Ofisi

2. YAKIN ÖZÜLÜ 3.000 TL  
1. YAKIN ÖZÜLÜ 6.000 TL  
3. YAKIN ÖZÜLÜ 1.500 TL

ÖZÜ GENDER EŞİTLİĞİ OFİSİ

## 3.

### Gender Equality Office (GEO) Workshops

#### — Workshops on Relationship and Dating Violence:

In the series of events themed "Safe Relationships" organized by the Psychological Development Unit, 2 different workshops "They saw you online" and "Let's name it: Violence" were held by the GEO. "They've Seen You Online" workshop was also offered to OzU Cares volunteer students.

#### Workshops on Communication:

Women journalist platform *Not Without You, Not Without Your Voice* (SOSO in Turkish) is conducting the project “Let the Women Explain”, which aims to **increase women’s visibility in the media**. Within the scope of this project, **a training open to only Ozyegin University female academics** was organized in cooperation with Ozyegin University GEO and SOSO. The training supports women academicians to become experts in communicating with the media while empowering them before an audience on the screen or in the public domain.

#### Workshops in Summer School for High School Students:

Within the scope of *Ozyegin University High School Summer School*, a total of 6 gender equality-focused courses were offered. In addition to the lectures given by GEO advisory board member *Berna Zengin*, the Office held 3 different sessions: “*Domestic Unpaid Labor*”, “*Gender of the Kitchen*” and “*Good Practices in the Field of Gender in Turkey*”.



## 4.

### UniSAFE

Although Ozyegin University uses in-house mechanisms to track gender-equality, it additionally participates in **EU-funded UniSAFE** project that aims to produce **better knowledge on gender-based violence and sexual harassment in research performing Organizations**. Related surveys shared with all internal stakeholders, including students, administrative units and academic staff and the data will guide the university in determining its long-term plans.

## 5.

### Gender Backlash Project - Turkey

This research project was founded by the *Institute of Development Studies* and coordinated by *Assoc. Prof. Çimen Günay Erkol*, is part of a research consortium on **countering gender backlash in different countries**. The project team aims to analyze the emphasis by certain agents on family values as the primary institution in which women are to be empowered, which creates a liminal space that is closely related to the gender backlash discussions. The Turkish leg of the project is carried out at our university.

## 6.

### Abusive Supervision, Workplace Incivility, Mobbing, Sexism and Sexual Harassment (AIMSS) Project

Ongoing **AMISS** project funded by TÜBİTAK and supervised by *OzU Dean of Faculty of Social Sciences, Prof. Dr. Canan Sümer*, aims to provide an extensive study on workplace mistreatment. Studies conducted in Turkey point to the pervasiveness of workplace mistreatment especially in the **form of mobbing and abusive supervision**. The Project AIMSS seeks to understand the **different types of workplace mistreatment and their consequences in the workplace by using measurement tools that also reflect the cultural context**. Moreover, we also aim to develop prevention and intervention programs to address different mistreatment types.

## 7.

### “Nonviolent Masculinity Workshops” Online Manual

“*Nonviolent Masculinity Workshops*” Manual by Ozyegin University and the *Initiative for Critical Studies of Masculinities (ICSM)* was prepared as part of the project funded by the *Consulate General of Sweden in İstanbul*. The manual includes **key concepts and discussions on masculinities and violence from a critical perspective**; practical issues and suggestions about designing a workshop on masculinity and violence; a selection of sixteen activities to be used in workshops; and some best practice examples around the world. Particular importance was given to **integrate violence and discrimination experiences of migrants, people with disabilities, and LGBTQIA+ in the manual**. The manual is open access .

## 8.

### Violence and Social Equality through Law and Interdisciplinary Approach

*Prof. Dr. Özlem Yenerer Çakmut, Asst. Prof. Sendi Yakuppur, Asst. Prof. Özge Yücel Dericiler, Işık Özer and Ferhat Yıldırım* from *OzU Faculty of Law* collaborated as editors on the book called *Violence and Social Equality*. The book included articles addressing topics ranging from **juvenile delinquency, prevention of violence against women, gender-based and sexual violence, and cyberbullying to child marriage** .

**COUNTERING  
BACKLASH** RECLAIMING  
GENDER JUSTICE