

# 5. Gender Equality



Scholarly Output:

14



International Collaboration:

7



Field-weighted Citation Impact:

2.07



Number of Current Projects:

6



Number of Annual Events:

19

1.

## Gender Equality in Recruitment and Career Planning

Led by the **Gender Equality Action Plan**, ÖzU 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.

2.

## ÖzU Gender Ideathon

The ÖzU 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 Özyegin 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. ÖzU organized two major activities: **a series of talks titled "Searching for Gender Inequalities in Everyday Life"** and a 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.

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 ÖzU Cares volunteer students.

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

Within the scope of **Özyegin 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 2 different sessions attended by 200 students followed by a workshop on **"Domestic Unpaid Labor"** with 50 students.

4.

## UniSAFE

Although Özyegin 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.

## Collaboration with Ataşehir Municipality Project

As part of the collaboration protocol between Ataşehir Municipality and Özyegin University, Özü Gender Office and the Faculty of Law at Özyegin University designed an educational program. Within this framework, 30 law students were included in a one-semester-long gender equality awareness training. This training covered essential topics such as Gender 101, Discussing Gender with Children, Workshop Facilitation, and Children's Rights. Nine students were selected from the group of students, and four workshops on Gender Equality were conducted with children participating in activities at Ataşehir Municipality. In total, 37 children benefited from these workshops. The related project will continue this year as well.

7.

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

The ongoing AMISS project funded by TÜBİTAK and supervised by Özü 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.

**COUNTERING  
BACKLASH** RECLAIMING  
GENDER JUSTICE