



ESKİŞEHİR TEKNİK ÜNİVERSİTESİ
ESKİŞEHİR TECHNICAL UNIVERSITY



ESKİŞEHİR TECHNICAL UNIVERSITY (ESTU) GENDER EQUALITY PLAN (ESTUGEP)

2022-2025

Abbreviations:

ALSD: Research and Graduate Processes Directorate

ARİNKOM: R&D Innovation and Coordination Unit

BİTEK: Women in Science and Technology Research and Application Unit

EASM: Education and Family Health Center,

EGM: General Directorate of Security

ESTU: Eskişehir Technical University

GEP: Gender Equality Plan

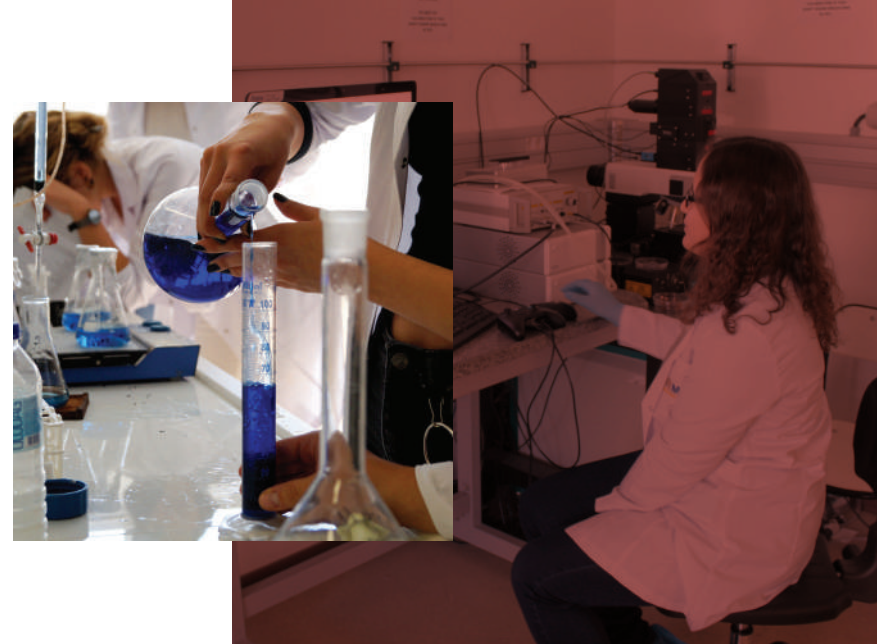
İKGDB: Human Resources Development Support Unit

KGPD: Institutional Development and Planning Directorate

MEB: Ministry of Education

PDRB: Psychological Counseling and Guidance Unit

ŞÖNİM: Violence Prevention and Monitoring Center



Preface

With the motivation of ensuring social inclusion at our university, we embarked on a journey to create work, research and educational spaces where no one feels excluded. Our primary goal was to pave the way for women and girls in science and technology as well as ensuring gender equality.

As ESTU, we made the decision to devise our first plan for gender equality in order to determine our current situation, to ensure the maintenance of our good practices, and to better areas that are open to improvement.

Thanks to the work of a volunteer team that started about two years ago, the first step was taken towards creating a database on the subject, the Research and Application Unit for Women in Science and Technology

was established, and 'ESTU Gender Equality Plan' policy document was drawn up. Following that, under the chairmanship of our unit manager Prof. Dr. Ferhan Şengür, ESTU Gender Equality Plan was prepared with the contributions of the focus team.

Our first plan which was supported by "ESTU Gender Equality Policy Document" was put into practice in 2021. 42 actions and 75 performance indicators in that plan were determined based on subsections which are "Improving Institutional Culture and Institutional Capacity in terms of gender equality", "Improving Employment and Career Opportunities", "Improving Work-Life Balance", "Decision Making Processes Based on Gender Equality", "Improving Institutional Capacity in terms of Leadership", "Improving Gender Equality in Education and Research", "Improving

Institutional Capacity for the Prevention of Gender-Based Harassment and Violence" and "Developing Cooperation in the field of Gender Equality."

Monitoring of the action and performance indicators in the report by the responsible units, the review activities every 6 months by the Unit management who will contribute as the coordinator, and the annual review and reporting activities will constitute the most crucial part of this plan. I would like to express my gratitude to the team who contributed to the preparation of this plan and hope that our university will continue to promote the development and sustainability of Gender Equality studies.

Prof. Dr. Tuncay Döğeroğlu
Rector of Eskişehir Technical University



Preface

As Eskişehir Technical University, we work with the mission of spreading equality, participation and sharing not only to the internal stakeholders of our University, but also to all segments of the society. Our women's studies, which started with a voluntary participation approach at the call of our Rector, was reinforced with the establishment of the Women in Science and Technology Research and Application Unit (BİTEK) in 2021 and the acceptance of our ESTÜ Gender Equality Policy Document in our Senate. Our ESTÜ Gender Equality Plan, which we have been working on for a long time, is the result of an elaborate and participatory approach. I am thankful wholeheartedly to everyone who contributed to the process.

As ESTU BİTEK, the focus of our women's studies is to increase the representation of women in science and technology, entrepreneurship and leadership and equal opportunity. The main purpose of our ESTU Gender Equality Plan is to make equality of opportunity between women and men an integral part of ESTU culture and to serve in the implementation and evaluation of egalitarian practices in a structured way, containing all fields of education, research and development and community service. We also aim to strengthen women's leadership and improve work-life balance with our Plan, which includes training on equal opportunities for men and women, data and reporting. While reinforcing egalitarian conditions in all our activities and employment, we

will continue our efforts to minimize violence and harassment against women in society. Through these efforts, we also desire to be the pioneer of social change and transformation for an egalitarian life by cooperating and interacting with national and international organizations, decision makers, non-governmental organizations, other universities and all segments of society. With my wishes for our Plan to contribute at its best.

Prof. Dr. Ferhan Şengür
**Women in Science and Technology
Res. and App. Unit Director
Eskişehir Technical University**



Introduction

Article 10 of the Constitution of the Republic of Türkiye states that “Everyone is equal before the law without any discrimination based on language, race, color, gender, political thought, philosophical belief, religion, sect and similar reasons.”, emphasizing the gender equality in all areas of social, cultural and economic life in our country. In addition, in Türkiye’s Development Plan (2019- 2023), the need to make important regulations for the empowerment of women in society and the provision of gender equality, clear and predictable public policies, equality of opportunity, ease of accessibility and citizen-orientedness are clearly expressed.

Through the “Gender Equality Policy Document”, which was published at the end of 2021, Eskişehir Technical University (ESTU) has drawn an important framework in ensuring gender equality in education, research and social contribution services, administrative and managerial processes.

Our plan has been structured in line with the basic criteria determined under the guidance of “United Nations Sustainable Development Goals”, “Horizon Europe Gender Equality Plan” and “ IV. National Action Plan on Combating Violence against Women (2021-2025)”. In order to ensure that it is compatible with our Strategic Plan and other National Gender Equality documents; our university’s Gender Equality Plan has been projected to be prepared (covering the years 2022- 2025), reviewed and updated every year.



Eskişehir Technical University, with this Gender Equality Plan, aims to consider and develop gender equality in all our interactions with all its stakeholders while carrying out education, research and community service duties. In order to achieve this goal, our main objectives regarding the subject are listed as follows:



1. Developing the corporate culture and institutional capacity in the context of gender equality in the university
2. Improving gender equality and work-life balance in the working environment
3. Adoption of gender-sensitive communication strategies
4. Developing awareness of equal opportunity for men and women through trainings
5. Ensuring gender balance in decision-making and leadership mechanisms
6. Adoption of practices aimed at improving gender equality in our education, research and development and community service duties
7. Enhancing the current institutional capacity to prevent gender-based harassment and violence
8. Developing collaborations for activities intended to raise awareness in the field of gender equality

Our plan, prepared to realize these goals, consists of seven subsections. The main fields of "Data collection" and "Training" are included under these headings.

Section 1.
Development of corporate culture and institutional capacity in the context of gender equality

Section 2.
Improvement of Equal Employment and Career Opportunities

Section 3.
Improvement of Work-Life Balance

Section 4.
Developing Institutional Capacity in Decision-Making Processes and Leadership Based on Gender Equality

Section 5.
Developing Gender Equality in Education and Research

Section 6.
Improving Institutional Capacity to Prevent Gender-Based Harassment and Violence

Section 7.
Establishment of Cooperation on Gender Equality

Eskişehir Technical University Women in Science and Technology Research and Application Unit

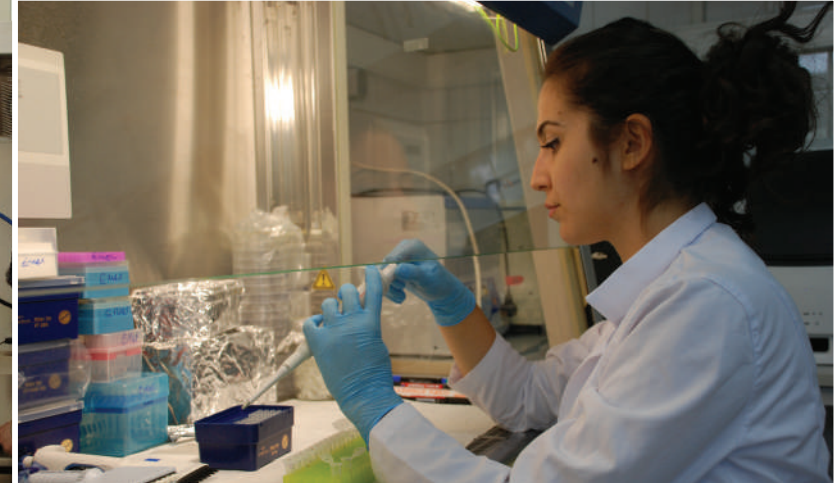
The studies of ESTU on Gender Equality started at the end of 2020 with a participatory and inclusive approach with a volunteer team within the scope of the call on the subject; and various working groups have been formed on the subject. The Directive, prepared with the support of the working groups on the Legislation, Data Collection and Equal Opportunity Action Plan for Women and Men, was accepted on the agenda of the Senate on August 24, 2021, and ESTU Women in Science and Technology Research and Application Unit was established.



Eskişehir Technical University Women in Science and Technology Research and Application Unit

Aim of Unit

The aim of the unit is to carry out studies to encourage women to produce more in the field of science and technology, to conduct interdisciplinary scientific research and application activities for women in science and technology, to contribute to the ongoing and future studies and to organize trainings.



Eskişehir Technical University

Women in Science and Technology Research and Application Unit

Fields of Activity of the Unit

a) To carry out research and investigations in order to ensure gender equality in the fields of science, engineering, technology, design, social and human sciences, sports and the arts, to increase social awareness on this issue, to monitor relevant practices, to develop and audit databases and indicators,

b) To cooperate with ministries, centers/units in other universities and non-governmental organizations in order to ensure equal participation of women and men in all fields of work, projects or programs in proportion to their share in the population, and to work to strengthen women's entrepreneurship,

c) To cooperate on projects with domestic and foreign universities, centers, units and organizations in line with the working area of the unit, to create

student/lecturer exchange programs, training programs, certificate programs and to organize scientific meetings,

ç) To contribute to the sharing of the results obtained regarding the activity areas of the unit within the University and non-governmental interaction networks, transferring them to the practitioners, evaluating and developing them,

d) To carry out researches in order to identify the existing problems in the field of gender equality; to ensure staff development for the realization of institutional transformation; to encourage the opening of programs and courses on gender equality,

e) To publish reports, bulletins, projects, books, magazines and similar publications by using the

results of the studies and researches,

f) To carry out projects through national or international funds and supports,

g) To contribute to giving education in the fields of science, engineering, technology, design, social and human sciences, sports and arts education with the awareness of gender equality; and to contribute to the preparation of educational resources, research and publications with the awareness of gender equality,

ğ) To contribute to the development of organizations' awareness of gender equality on employment and internship; to encourage them to take part in decision-making mechanisms and managerial tasks,

h) To carry out other studies to be given by the authorized bodies of the University within the scope of activity of the unit.



Global Goals for Sustainable Development (2030 Agenda)



Equivalents in ESTUGEP

ESTU Gender Equality Policy Document

ESTU Gender Equality Policy Document was prepared by the unit in Turkish and English and was put into practice after being approved by Eskişehir Technical University Senate in 2021. According to our ESTU Gender Equality Policy Document, which has also been publicly published on the ESTU Institutional website, our University

- works to raise awareness on Gender Equality, carries out planned activities to ensure that this culture is adopted by all stakeholders, and shares its work with the society.
- undertakes to carry out its efforts to improve Gender Equality with the leadership of its top management.
- undertakes that, with Gender Equality, the principle of inclusiveness is a guide for our basic activities that we define as education-training, research-development, service to the society, and for all our administrative processes.
- promises to provide an inclusive, respectful and

developing working environment to all its employees, both men and women.

- promises to provide an inclusive and gender-equality-based education and research environment to all its students.
- does not discriminate between male and female employees in human resources processes, and adopts the principles of equal pay for equal work and transparency. It promises to support all its employees within the scope of their career development.
- supports women to overcome the glass ceiling syndrome and supports women's leadership in management.
- encourages the applications of all our stakeholders in areas where women are not sufficiently represented. For this purpose, it provides consultancy/mentoring support.
- supports employees and students in establishing a work-life balance and fulfilling their parenting duties.
- does not tolerate any form of violence, sexual

harassment, assault or bullying. It undertakes to investigate and intervene in any physical, emotional, verbal or nonverbal, reported or reported attitude and behavior towards any of its stakeholders when needed. It creates notification/feedback mechanisms and ensures that these mechanisms are known by all stakeholders. It undertakes and protects that the notification owner will not be subject to any discrimination.

- uses a language that will strengthen equality and inclusiveness in all communication activities and in all communication tools, and makes an effort to ensure that this language is adopted by all stakeholders. For this purpose, it provides basic awareness to all its stakeholders by implementing training and development programs.
- works with non-governmental organizations, universities, public and private sectors for the development of Gender Equality in the society.





ESTUGEP - MAIN SECTIONS



DEVELOPMENT OF CORPORATE CULTURE AND INSTITUTION-AL CAPACITY IN THE CONTEXT OF GENDER EQUALITY

SECTION 1

Developing the corporate culture on the basis of gender equality is a long-term process. In addition to organizational arrangements, it requires the development of individual culture with training and awareness studies. For this purpose, the following actions are defined under the relevant heading:

Base Field	Action	Planning Period				Responsible Unit	Units to Collaborate	Performance Indicator
		2022	2023	2024	2025			
Institutional Capacity	1.1 Reviewing all institutional documents, processes and procedures from the perspective of gender equality and making necessary improvements	X	X			<ul style="list-style-type: none"> BİTEK, KGPD 	<ul style="list-style-type: none"> All Units 	<ul style="list-style-type: none"> Preparing the report
	1.2 Matching University's Strategical Plan with gender equalit	X				<ul style="list-style-type: none"> KGPD, Rectorate 	<ul style="list-style-type: none"> BİTEK 	<ul style="list-style-type: none"> Making the necessary additions to the Annual Action plans in the ESTU Strategic Plan
Data Collection and Monitoring	1.3 Development of a web-based information system to be used for data collection, monitoring and evaluation	X	X			<ul style="list-style-type: none"> Information Technology Department KGPD 	<ul style="list-style-type: none"> BİTEK, İKGDB, Registrar's Office, Dean of Students' Office, ALSD, Institutes, Dean's Offices and Vocational School Directorates 	<ul style="list-style-type: none"> Developing a web-based information system
	1.4 Systematic data collection, monitoring, evaluation and reporting within the scope of gender equality	X	X	X		<ul style="list-style-type: none"> BİTEK, KGPD, İKGDB, ALSD, Institutes, Dean's Offices, Vocational School Directorates Directorate of Personnel 	<ul style="list-style-type: none"> All Units 	<ul style="list-style-type: none"> Presenting the data as the number of women/men in annual reports

Base Field	Action	Planning Period				Responsible Unit	Units to Collaborate	Performance Indicator	
		2022	2023	2024	2025				
Communication	1.5	At the end of the annual report period, doing analyses on Gender Equality and defining and implementing corrective measures			X	X	<ul style="list-style-type: none"> General Secretariat Rectorate, KGPD 	<ul style="list-style-type: none"> BİTEK 	<ul style="list-style-type: none"> Preparation and presentation of the evaluation and review report The number of corrective and preventive actions
	1.6	Preparation of Communication Guide sensitive to Gender Equality		X			<ul style="list-style-type: none"> BİTEK 	<ul style="list-style-type: none"> İKGDB, Dean of Students' Office 	<ul style="list-style-type: none"> Acceptance and Publication of Communication Guide sensitive to Equal Opportunity for Women and Men
Education and Awareness	1.7	Planning and implementation of training, seminars, workshops, etc on women and girls in Science and Technology, strengthening the economic status of women, awareness on gender equality, especially on women's health and women entrepreneurship.	X	X	X	X	<ul style="list-style-type: none"> İKGDB, BİTEK, Dean of Students' Office, ÖGEB (Teaching and Learning Development Unit), EASM 	<ul style="list-style-type: none"> KGPD, All Units 	<ul style="list-style-type: none"> The number of the activities concerning face-to-face or remote training, seminars, workshops, etc. Number of people participating in training (number of female-male, administrative and academic staff, students) The number of meetings of Women in the Academy
	1.8	Increasing women's representation in the university student council and conducting studies for equal representation	X	X	X	X	<ul style="list-style-type: none"> Rectorate, General Secretariat, Legislation Commission 	<ul style="list-style-type: none"> BİTEK 	<ul style="list-style-type: none"> The number of encouraging activities for increasing female student representation
Institutional Capacity	1.9	Encouraging the research, education and social contribution activities in order to increase the recognition, sustainability and prestige of the contribution activities to gender equality	X	X			<ul style="list-style-type: none"> Rectorate, ALSD, BİTEK 		<ul style="list-style-type: none"> Establishing an internal and external reward mechanism to contribute to gender equality Rewarding the contribution to gender studies (commission membership, project, etc.) in academic upgrade criteria with points
Institutional Capacity	1.10	Establishing a Council of Gender Equality by selecting a representative of gender	X	X	X	X	<ul style="list-style-type: none"> Rectorate, General Secretariat, Dean of Students' Office, Student Clubs 		<ul style="list-style-type: none"> Determination of Council Representatives Number of meetings held

Base Field	Action	Planning Period				Responsible Unit	Units to Collaborate	Performance Indicator
		2022	2023	2024	2025			
Institutional Capacity	1.11 Increasing the number of students/staff who will be actively involved in networks, workshops, symposiums and seminars related to gender equality opportunity for women and men	X	X	X	X	<ul style="list-style-type: none"> • BİTEK 	<ul style="list-style-type: none"> • All Units 	<ul style="list-style-type: none"> • Number of participation to the events
	1.12 Strengthening the Institutional structure and physical facilities of ESTU BİTEK	X	X	X	X	<ul style="list-style-type: none"> • Rectorate, • General Secretariat, • BİTEK 	<ul style="list-style-type: none"> • KGPD 	<ul style="list-style-type: none"> • Total number of staff working in BİTEK • The establishment of a secretariat of BİTEK • Establishing a working area for BİTEK • Determining Budget Allocation
Physical Facilities	1.13 Starting the work required to create a Safe Campus for All	X	X	X	X	<ul style="list-style-type: none"> • General Secretariat • Campus Security • Office Rectorate • İKGDB • Dean's Offices 	<ul style="list-style-type: none"> • BİTEK 	<ul style="list-style-type: none"> • Establishing the relevant commission • The completion of the research for the determination of the current safety and security conditions and the preparation of a report about it. • Number of corrective measures for spatial arrangements • Creating an institutional WhatsApp line



IMPROVEMENT OF EQUAL EMPLOYMENT AND CAREER OPPORTUNITIES

SECTION 2

As a public institution, Eskişehir Technical University is subject to general practices in the public sector in terms of employment rules. In addition, efforts will be made to increase the institutional capacity for the aim of improving the gender balance in employment with the available opportunities. As well as women have representation in every field at ESTU, the following steps have been defined in order to develop this representation and enable women to advance on the career ladder on the basis of merit:

Base Field	Action	Planning Period				Responsible Unit	Units to Collaborate	Performance Indicator
		2022	2023	2024	2025			
Data Collection and Monitoring	2.1 Integration of a systematic, gender-disaggregated data collection on recruitment and career progression into the knowledge management system	X				<ul style="list-style-type: none"> İKGDB, Directorate of Personnel 	<ul style="list-style-type: none"> BİTEK 	<ul style="list-style-type: none"> Integrating a data collection tool into the information management system
Employment	2.2 Ensuring maximum effort in all units and subunits to balance the representation of women and men in the Evaluation Committees	X		X		<ul style="list-style-type: none"> General Secretariat İKGDB Directorate of Personnel 		<ul style="list-style-type: none"> Female-male representation rate in Evaluation Committees
Education and Awareness	2.3 Including gender equality in the content of orientation trainings for staff and students	X	X			<ul style="list-style-type: none"> İKGDB, Directorate of Personnel Dean of Students' Office 	<ul style="list-style-type: none"> BİTEK 	<ul style="list-style-type: none"> Number of trainings Training duration (person hour)
	2.4 Systematic analysis and periodic reporting of causes for students to drop out of trainings	X	X	X		<ul style="list-style-type: none"> Dean of Students' Office Registrar's Office 		<ul style="list-style-type: none"> Preparation of Annual Reports



IMPROVEMENT OF WORK-LIFE BALANCE

SECTION 3

As a state university, among ESTU employees, academic staff are employed subject to Law No. 2547, workers are subject to Labor Law No. 4857, and civil servants are subject to Law No. 657. In this regard, the issues such as maternity leave and milk leave are implemented as regulated by law. Moreover, considering that working women undertake a significant part of the responsibilities at home, it becomes more challenging for women to establish a work-life balance. In particular, extraordinary circumstances such as the COVID-19 pandemic have further increased the burden on women. The actions we have planned at our University to ensure work-life balance are listed below:

Base Field	Action	Planning Period				Responsible Unit	Units to Collaborate	Performance Indicator
		2022	2023	2024	2025			
Work conditions	3.1 Identification of gender-related barriers to work-life balance in working life conditions	X	X	X	X	<ul style="list-style-type: none"> • IKGDB, • KGPD, • BITEK, 		<ul style="list-style-type: none"> • Conducting a survey/interview-based research on the staff on gender equality and work-life balance • Number of administrative and academic staff who participated in the survey
	3.2 Planning and implementation of remedial and preventive actions to improve work-life balance	X	X			<ul style="list-style-type: none"> • Rectorate, • General Secretariat, • IKGDB, • Directorate of Personnel, • SKSDB 	<ul style="list-style-type: none"> • BiTEK, • All Units 	<ul style="list-style-type: none"> • The number of corrective actions taken according to the survey findings • Number of trainings given to both male and female staff on work-life balance awareness • Number of staff attending the training • Number of staff who stated that they made progress after the training according to the survey findings
Support Mechanisms	3.3 Developing an open and transparent workload tracking system and application for academic and administrative staff	X	X			<ul style="list-style-type: none"> • IKGDB, • Directorate of Personnel , • Rectorate, • General Secretariat 	<ul style="list-style-type: none"> • All Units 	<ul style="list-style-type: none"> • Developing and implementing the system
	3.4 Establishing a kindergarten within the university to support staff and students with children		X			<ul style="list-style-type: none"> • Rectorate, • General Secretariat, • SKS Department 		<ul style="list-style-type: none"> • Opening of the kindergarten • Number of staff and students benefiting from the kindergarten



DEVELOPING INSTITUTIONAL CAPACITY IN DECISION-MAKING PROCESSES AND LEADERSHIP BASED ON GENDER EQUALITY

SECTION 4

ESTU generally has a balanced distribution in terms of gender equality in governance mechanisms. However, it is important to develop balance, especially in administrative processes. The following actions are planned for the equitable design of processes in decision-making mechanisms and the empowerment of women's leadership:

Base Field	Action	Planning Period				Responsible Unit	Units to Collaborate	Performance Indicator
		2022	2023	2024	2025			
Decision Making and Leadership	4.1 Making an analysis of the current situation within the scope of women's representation at administrative levels at the university	X				<ul style="list-style-type: none"> İKGDB, Directorate of Personnel, General Secretariat 	<ul style="list-style-type: none"> BİTEK, All Units 	<ul style="list-style-type: none"> Performing a situation analysis study in terms of administrative, administration and academic staff and monitoring it on an annual basis
	4.2 Establishing supportive mechanisms for women to take place in managerial levels		X			<ul style="list-style-type: none"> Rectorate, General Secretariat, İKGDB, Directorate of Personnel, ALSD 	<ul style="list-style-type: none"> BİTEK, All Units 	<ul style="list-style-type: none"> Number of supporting activities Increase rate of female representation at all levels
	4.3 Organizing training and mentoring programs in order to develop women's leadership in higher education	X	X	X	X	<ul style="list-style-type: none"> BİTEK, ÖGEB, İKGDB, Directorate of Personnel 	<ul style="list-style-type: none"> All Units 	<ul style="list-style-type: none"> Number of trainings held Number of people attending the training



DEVELOPING GENDER EQUALITY IN EDUCATION AND RESEARCH

SECTION 5

The following actions are planned in order to improve gender balance in the field of education and research, which is one of the main duties of universities, and to increase awareness of gender equality:

Base Field	Action	Planning Period				Responsible Unit	Units to Collaborate	Performance Indicator	
		2022	2023	2024	2025				
Education and Awareness	5.1	Ensuring the sustainability of Gender Equality courses, covering all programs	X	X			<ul style="list-style-type: none"> Department of Common Courses 	<ul style="list-style-type: none"> BiTEK 	<ul style="list-style-type: none"> Number of courses opened Number of students enrolled in the course
	5.2	Organizing awareness activities on gender equality in all programs and program-specific awareness activities (seminar, symposium, congress, etc.) in related Sustainable Development Goals (SKA)	X	X	X	X	<ul style="list-style-type: none"> Rectorate, Institutes, Dean's Offices Vocational School Directorates 	<ul style="list-style-type: none"> BiTEK 	<ul style="list-style-type: none"> Number of events Number of participants
Gender and Research	5.3	Organizing awareness activities on gender equality in all programs and program-specific awareness activities (seminar, symposium, congress, etc.) in related Sustainable Development Goals (SKA)	X	X	X	X	<ul style="list-style-type: none"> ALSD 	<ul style="list-style-type: none"> BiTEK 	<ul style="list-style-type: none"> Conducting due diligence work and repeating it annually (By gender, unit and title)
	5.4	Establishing mechanisms to ensure gender balance in research processes	X	X			<ul style="list-style-type: none"> ALSD 	<ul style="list-style-type: none"> BiTEK 	<ul style="list-style-type: none"> The rate of increase in the number of projects in which female academics are involved as coordinators/researchers (%)



IMPROVING INSTITUTIONAL CAPACITY TO PREVENT GENDER-BASED HARASSMENT AND VIOLENCE

SECTION 6

Although the prevention of harassment, violence and discrimination based on gender is protected by law, the following actions are designed to raise awareness of employees and students, learn about their expectations, and design the campus environment with zero tolerance for harassment:

Base Field	Action	Planning Period				Responsible Unit	Units to Collaborate	Performance Indicator
		2022	2023	2024	2025			
Eliminating Gender-based Harassment and Violence	6.1 Establishment of a Commission to eliminate and consult about gender-based harassment and violence, the start of Commission's works	X	X	X		<ul style="list-style-type: none"> Rectorate, General Secretariat, KGPD 	<ul style="list-style-type: none"> Legal Consultancy İKGDB, Dean of Students' Office, PDRB, BİTEK 	<ul style="list-style-type: none"> Establishment of the commission and determination of working procedures and principles Number of promotional activities for the purpose of announcing commission activities Number of counselee
	6.2 Measuring and monitoring the attitudes and perceptions of university students towards harassment and violence against women			X	X	X	<ul style="list-style-type: none"> BİTEK, KGPD, İKGDB Directorate of Personnel, PDRB 	<ul style="list-style-type: none"> ŞÖNİM, MEB
Empowering the Victims	6.3 Organizing trainings to raise awareness and sensitivity for the total fight against gender-based harassment and violence	X	X	X	X	<ul style="list-style-type: none"> BİTEK, KGPD, İKGDB Directorate of Personnel, PDRB 	<ul style="list-style-type: none"> External stakeholders: ŞÖNİM, EGM, Body of lawyers vd. 	<ul style="list-style-type: none"> The number of awareness seminars organized for combating gender-based violence in cooperation with ŞÖNİM and other stakeholders (Police Department, bar association, etc.) Number of female-male personnel and students receiving training
	6.4 Providing psychological support to people who have been psychologically damaged due to gender inequality			X	X	X	<ul style="list-style-type: none"> PDRB 	<ul style="list-style-type: none"> BİTEK



ESTABLISHMENT OF COOPERATION ON GENDER EQUALITY

SECTION 7

One of the main responsibilities of universities is service to society. Any possible gender inequality in the society may be better overcome with the cooperation of our university. As ESTU, we aim to be a university that is a pioneer of change in society and creates value by consolidating the institutional capacity in this respect, as well as reinforcing its cooperation with the society. Planned actions to this end are listed below.

Base Field	Action	Planning Period				Responsible Unit	Units to Collaborate	Performance Indicator
		2022	2023	2024	2025			
Education and Awareness	7.1 Giving awareness seminars to various segments of society on gender equality, especially women and girls in Science and Technology, strengthening the economic position of women, women's health and women's entrepreneurship.	X	X	X	X	<ul style="list-style-type: none"> • BİTEK, • Social Responsibility and Science Promotion Commission, • PDRB, • EASM 	<ul style="list-style-type: none"> • All Units 	<ul style="list-style-type: none"> • The number of awareness raising seminars • The number of seminar participants (male and female)
Collaborations	7.2 Participating in scientific and social projects with the emphasis on women and girls in Science and Technology, women's health, and entrepreneurship ensuring gender equality, and improving the economic status of women	X	X	X	X	<ul style="list-style-type: none"> • BİTEK, • ALSD, • Project Unit, • ARINKOM, • EASM 	<ul style="list-style-type: none"> • All Units 	<ul style="list-style-type: none"> • The number of project applications • The number of collaborating institutions
	7.3 Enhancing cooperation and collaboration with other universities' Women Studies Centers, Provincial Directorate of Social Services, ŞÖNİM (Violence Prevention and Monitoring Centre), central and local administrations, public institutions, educational institutions, NGOs, and other relevant organizations	X	X	X	X	<ul style="list-style-type: none"> • Rectorate, • BİTEK 	<ul style="list-style-type: none"> • General Secretariat, • KGPD (Institutional Development and Planning Directorate) 	<ul style="list-style-type: none"> • Number of meetings and commission participants • Number of cooperation protocols made
Mentörlük	7.4 Establishing and supporting mentoring systems on career development, women's leadership and entrepreneurship			X	X	<ul style="list-style-type: none"> • BİTEK, • Dean of Students' Office Institutes, • Deans' Offices • Vocational School Directorates, • IKGDB, • Directorate of Personnel 		<ul style="list-style-type: none"> • The number of established mentoring systems • The number of mentors • The number of mentees

ESTU Gender Equality Plan Monitoring and Evaluation

Eskişehir Technical University's 2022-2025 Gender Equality Plan (ESTUGEP) studies are carried out by taking the basic criteria stated in, "United Nations Sustainable Development Goals", "Horizon European Gender Equality Planning Guide" and "Combating Violence Against Women IV. National Action Plan (2021-2025)" into consideration.

42 actions and 75 performance indicators were determined in the first senate-approved plan of the university. Put into practice in 2021, the plan was also supported by the "ESTU Gender Equality Policy Document." The performance indicators in this plan were determined based on the subsections which are "Improving Institutional Culture and Institutional Capacity in terms of gender equality", "Improving Employment and Career Opportunities", "Improving Work-Life

Balance", "Decision Making Processes Based on Gender Equality", "Improving Institutional Capacity in terms of Leadership", "Improving Gender Equality in Education and Research", "Improving Institutional Capacity for the Prevention of Gender-Based Harassment and Violence" and "Developing Cooperation in the field of Gender Equality."

In the plan, the "responsible unit/s" for the actions were determined. In order to ensure the realization of the actions under the coordination of the concerned unit, they have been associated at the unit level.

In the assessment process after the "Gender Equality Plan" comes into effect, the actions will be monitored in detail with "Situational Analysis and Needs Assessment" every 6 months, and the performance indicator results will be evaluated

annually. The evaluation report will be presented to the Rector by the Women in Science and Technology Research and Application Unit (BITEK). All responsible units will participate in the monitoring and evaluation process actively and they will be coordinated by the Women in Science and Technology Research and Application Unit and the Institutional Development and Planning Directorate.

In order to effectively monitor and manage all performance indicators in the ESTU Gender Equality Plan, establishment of a "web-based information system" is still a work in progress. The development of the said system and the assessment of performance results will be monitored over the system from the lowest unit level to the institutional level, depending on the adoption.



ESTU Gender Equality Plan Monitoring and Evaluation

Rector

Monitoring and Annual
Evaluation Meetings in
6 month periods

Monitoring and Evaluation
Report

Women in Science and
Technology Research
and Application Unit

Preparations for the
Monitoring and Evaluation
Processes

Consolidation of ESTU
Gender Equality Monitoring
and Evaluation Reports

Institutional
Development and
Planning Directorate

Responsible Units

"Situation and Needs Analysis"
of actions every 6 Months and
Evaluation and Reporting of
Performance Indicators on an
Annual Basis

Units

