



Sivas University of Science and Technology

Gender Equation Plan

1. Introduction

The Gender Equality Plan (GEP) of Sivas University of Science and Technology is a policy document that outlines the University's commitment to addressing gender inequalities and promoting diversity in various dimensions, including age, culture, physical ability, sexual orientation, and multilingualism. Over the next three years, the University aims to implement specific actions and projects to advance these objectives.

As a higher education institution, Sivas University of Science and Technology recognizes its responsibility to offer a path free from prejudice and stereotypes to the new generations. The University is dedicated to fostering an environment that embraces individual freedom and values the uniqueness of each person.

The GEP aligns with the fundamental values of gender equality and intersectionality shared by European educational institutions. It leverages the collaboration and synergy generated within national and international networks focused on these themes and lays out concrete actions for their implementation.

The guidelines for the Horizon Europe program reference the gender glossary and thesaurus provided by the European Institute for Gender Equality (EIGE). According to this glossary, gender encompasses social attributes and opportunities associated with being female and male, as well as the relationships between women and men, boys and girls, and among women and among men.

Within the European Commission's Strategy for Gender Equality 2020 - 2025, there is a commitment to promoting gender equality in research and innovation. This complements the existing regulatory framework on gender equality within the EU, which applies across all sectors. However, there are still significant structural barriers to gender equality in research and innovation. Starting in 2022, eligibility for Horizon Europe funding requires every legal entity,

including government agencies, research institutions, and higher education institutions, to have a gender equality plan in place.

Sivas University's Gender Equality Action Plan (GEP) is publicly available online and has received full endorsement from the University's Rector, Prof. Dr. Mehmet Kul. The GEP reflects a comprehensive understanding of gender equality issues and challenges and outlines clear objectives, actions, and success measures to guide the University in achieving its gender equality goals.

We fulfil the Horizon Europe GEP eligibility:

Public document

The Gender Equality Plan (GEP) should be a formal document that is made publicly available on the institution's website. It should be signed by top management to signify their commitment to gender equality. Additionally, it should be actively communicated within the institution to raise awareness and garner support.

The GEP should clearly articulate the institution's dedication to gender equality and outline specific, well-defined objectives, along with detailed actions and measures required to accomplish these goals. This transparency and commitment are vital for effectively addressing gender inequality and fostering an inclusive and equitable environment within the organization.

Dedicated resources

A Gender Equality Plan (GEP) should be backed by dedicated resources and expertise in gender equality to effectively execute the plan. Organizations need to assess the type and quantity of resources necessary to sustain an ongoing process of organizational change that promotes gender equality. This includes financial resources, personnel with expertise in gender equality, and other necessary tools and support. Adequate resource allocation is crucial for the successful implementation of the plan and achieving sustainable gender equality within the organization.

Data collection and monitoring

Organizations are required to gather sex/gender-disaggregated data on their personnel (and, where applicable, students) and report this information annually using relevant indicators. They

should carefully select the most pertinent indicators, establish procedures for data collection and analysis, allocate necessary resources for this purpose, and ensure the annual publication and monitoring of this data. The collected data should serve as a foundation for setting the objectives and targets of the Gender Equality Plan (GEP), as well as for determining indicators and continuously assessing the progress made towards gender equality goals.

Training

The Gender Equality Plan (GEP) should incorporate awareness-raising and training initiatives on gender equality. These activities should involve the entire organization and should be evidence-based, continuous, and long-term processes. These activities may encompass training on unconscious gender biases for both staff and decision-makers. Additionally, they can include communication campaigns and gender equality training tailored to address specific topics or target specific groups.

2. Institutional Context - Gender at SBTU

SBTU Gender Policy

The main objectives of the Sivas University of Science and Technology Gender Equality Plan (SBTU-GEP) key fields are as follows:

1. Career development: The improvement of appointment and promotion processes based on gender equality
2. Gender equality policies and organizations: Collecting gender-specific data and incorporating formal monitoring and evaluation mechanisms for gender equation.
3. Gender sensitive education: Integration of gender equality into the University related documents and implementing training sessions to increase awareness of gender equality:
4. Integration into research and teaching content: Incorporating gender equality into research and development, organizing workshops for relevant departments and academic staff on gender equality research, regularly keeping track of the number of female and male principal/executive researchers and their ratios.
5. Prevention of gender-based violence: Developing an online sexual harassment policy, raising awareness of gender in academics, graduates, and the general public, combating violence and harassment based on gender.

3. Gender at SBTU in Numbers

SBTU conducts an analysis of academic and administrative staff numbers, student enrollment figures, and new student admissions. The results of this analysis are regularly published on the official website. The table below illustrates the gender distribution over the past four years based on these data:

Table 1. Number of academic staffs in the last four-year period

	2020		2021		2022		2023	
	Female	Male	Female	Male	Female	Male	Female	Male
Prof.	-	4	-	5	-	9	-	12
Assoc. Prof.	-	5	-	4	-	9	-	7
Assist. Prof.	2	15	3	21	6	26	8	26
Instructor	3	2	2	4	6	15	4	17
Res. Assist.	9	24	9	26	17	30	15	30

Table 2. Number Administrative staff in the last four-year period

	2020		2021		2022		2023	
	Female	Male	Female	Male	Female	Male	Female	Male
General Administrative Services	5	19	6	29	9	36	16	45
Health Services	-	-	1	-	1	-	1	-
Technical Services	1	9	2	12	2	15	1	18
Lawyer Services	-	1	-	1	-	1	-	1
Auxiliary Services	-	1	-	1	-	1	2	6
Permanent Workers	2	23	2	21	2	21	2	21
4B	-	-	-	-	-	-	6	15

Table 3. Number of undergraduate students according the faculties

	2022		2023	
	Female	Male	Female	Male
Faculty of Aviation and Space Sciences	11	20	8	26
Faculty of Engineering and Natural Sciences	17	47	40	60
Faculty of Agricultural Sciences and Technology	7	17	10	20

Table 4. Number of graduate students according to last four-year period

	2020		2021		2022		2023	
	Female	Male	Female	Male	Female	Male	Female	Male
Defense Technology Program	16	21	14	38	14	26	10	12
Agricultural Science Program	-	-	7	11	11	13	2	2
Electric-Electronics Engineering	-	-	-	-	-	-	1	2
Plant Production Technology	-	-	-	-	-	-	1	0

Gender-Related Human Resources Practices in SBTU

Human Resources practices at SBTU are primarily governed by title no. 657 on Civil Servants, higher education law title no. 2547 along with SBTU's Directive on Performance Criteria and Academic Appointment and Promotion Criteria. Consequently, there is no gender-based discrimination in the recruitment, promotion, or compensation of academic or administrative staff.

According to title no. 657 on civil servants, female employees are entitled to a 16-week maternity leave, while male employees are granted a 10-day paternity leave following the birth of a child.

4. Gender Equality Action Plan and Basic Priority Areas

Key Field 1: Career Development	
Planned Action	
<ul style="list-style-type: none"> The improvement of appointment and promotion processes based on gender equality 	
Goal	
<ul style="list-style-type: none"> Promoting employees on the basis of transparent and flexible criteria 	
Activities	
<ul style="list-style-type: none"> Incorporating gender equality into recruitment and promotion processes according to the title no. 657 Incorporating academic staff recruitment and career advancement procedures according to the title no. 2547 Examining problems related to gender inequality when promoting and appointing Incorporating academic staff recruitment and promotion according to “SBTU Directive on Performance Criteria and Academic Appointment and Promotion Criteria” 	
Responsible Unit	Target Period
<ul style="list-style-type: none"> Rectorate Directorate of Human Resources Career Center Faculty/Graduate School/Vocational School 	2023-2025
Target	
<ol style="list-style-type: none"> Recruitment and promotion policies at the University are free from discrimination based on gender Recruitment and promotion protocols are gender-sensitive (quality and implementation) The collection of sex-disaggregated data about recruitment and promotion Promoting gender equality in academic recruitment and promotion processes 	

Key Field 2: Gender Equality Policies and Organizations	
Planned Action	
<ul style="list-style-type: none"> Collecting gender-specific data 	
Goal	
<ul style="list-style-type: none"> Incorporating formal monitoring and evaluation mechanisms for gender equality 	
Activities	
<ul style="list-style-type: none"> Introducing the Gender Equality Plan (GEP) Tracking the progress of gender equality through specialized indicators and disaggregated data collection methods Obtaining and analyzing data based on gender Evaluation of the implementation of GEP actions at the end of the third year and coordination of the development of the succeeding GEP to begin at the end of the third year Identifying the personnel responsible for collecting data 	
Responsible Unit	Target Period
<ul style="list-style-type: none"> Rectorate Directorate of Human Resources Career Center Faculty/Graduate School/Vocational School 	2023-2025
Target	
Developing a yearly plan for gender data collection and coordinating steps to be taken	

Key Field 3: Gender Sensitive Education	
Planned Action	
<ul style="list-style-type: none"> • Integration of gender equality into the University related documents • Implementing training sessions to increase awareness of gender equality 	
Goal	
<ul style="list-style-type: none"> • Including a gender perspective in the educational process as well as in the workplace 	
Activities	
<ul style="list-style-type: none"> • Promoting gender equality through institutional incentives for scientific research • Implementing gender equality training programs for all staff members and students, as well as incorporating them into orientation • Facilitating workshops, seminars, and panel discussions to increase gender equality awareness 	
Responsible Unit	Target Period
<ul style="list-style-type: none"> • Rectorate, • Directorate of Health Culture and Sports • Directorate of Human Resources • Career Center 	2023-2025
Target	
Bringing gender equality to the attention of all units, staff, and students	

Key Field 4: Integration into research and teaching content	
Planned Action	
<ul style="list-style-type: none"> • Incorporating gender equality into research and development • Organizing workshops for relevant departments and academic staff on gender equality research • Regularly keeping track of the number of female and male principal/executive researchers and their ratios 	
Goal	
<ul style="list-style-type: none"> • Incorporating gender equality into research and development processes of the University 	
Activities	
<ul style="list-style-type: none"> • Organizing workshops by faculty representatives and student representatives/related groups • Measuring attitudes and perceptions about gender equality among university staff and students 	
Responsible Unit	Target Period
<ul style="list-style-type: none"> • Rectorate • Directorate of Health, Culture and Sports • Directorate of Human Resources • Career Center 	2023-2025
Target	
<ol style="list-style-type: none"> 1. Arranging meetings with the relevant units twice a year 2. Organizing at least one event per year 	

Key Field 5: Prevention of gender-based violence	
Planned Action	
<ul style="list-style-type: none"> • Developing an online sexual harassment policy • Raising awareness of gender in academics, graduates, and the general public • Combating violence and harassment based on gender 	
Goal	
<ul style="list-style-type: none"> • Preparing policy document • Conducting trainings in order to increase awareness to the sexual violence 	
Activities	
<ul style="list-style-type: none"> • Providing information about how university members can report gender-based or sexual harassment • Making sure that everyone who will be in contact with victims of violence receives the appropriate training • Developing training videos and online resources for students, faculty, and administrators in collaboration with related departments • Maintaining visibility through the university website, posters, flyers, and leaflets in different buildings on campus • Promoting awareness of sexual violence in the orientation process for students, staff, and faculty • Organizing workshops and seminars to combat sexual violence and harassment for new students 	
Responsible Unit	Target Period
<ul style="list-style-type: none"> • Rectorate, • Faculty/Graduate School/Vocational School • Department of Strategy Development 	2023-2025
Target	
<ol style="list-style-type: none"> 1. Prepared education plan 2. Prepared posters, flyers, leaflets to be distributed 3. Number of organized workshops and seminars 	