



ÖZÜ - GEP V2 SELF-ASSESSMENT REPORT

**2022-2023
ÖZÜ GENDER EQUALITY REPORT (GER)**



Preface

This report presents key findings on the data that informed the Özyeğin University Gender Equality Plan v2 (ÖzU GEP v2) published in 2024, as well as the University's key quantitative data on gender.

Prior to the preparation of both the ÖzU GEP and the ÖzU GEP v2, quantitative and qualitative data collection activities were carried out to identify the strengths and areas that need to be strengthened in the context of gender equality. While collecting the relevant data, we tried to follow participatory methods for all stakeholders, especially through various data collection tools to understand the intersectional experiences of stakeholders who experience the institution differently. At the same time, in collaboration with the ÖzU Gender Office and the Planning and Analysis Office, quantitative data on gender was collected at the University to inform the GEP V2. In addition to collecting and analysing quantitative data, qualitative data was collected through methods such as policy analysis, evaluation of activities and unstructured interviews in order to more clearly measure the gender equality experiences of University stakeholders.

In this report, the stage of the actions planned to be realised as a result of the self-assessment conducted within the scope of ÖzU GEP is examined within the scope of the interim self-assessment conducted within the scope of ÖzU GEP v2, and the progress on these issues is included in the report as findings. Taking into account both these findings and the University's quantitative and qualitative data on gender equality, GEP v2, in which sustainable and transformative actions are planned, was prepared and disseminated.

With the ÖzU GEP v2, ÖzU Gender Equality Reports (ÖzU GER) will be published, which will include annual evaluations of the actions carried out within the scope of the Plan, the annual activities of the ÖzU Gender Office, and the data systematically collected in cooperation with the Planning and Analysis Office. In this way, the progress of this report, which includes key findings and data, will be monitored annually through ÖzU GERs.

ÖzU Gender Office

Abbreviations:

ÖzU: Özyeğin University

ÖzU GEP: Özyeğin University Gender Equality Plan (2017) - First Cycle

ÖzU GEP v2: Özyeğin University Gender Equality Plan (2024) - Second Cycle

ÖzU GER: Özyeğin University Gender Equality Reports

ÖzU Gender Office: Özyeğin University Gender Equality Office

OSYS: Student Selection and Placement System (Öğrenci Seçme ve Yerleştirme Sistemi) - This system facilitates the placement of university candidates into universities and programs based on the results of centralized exams.

YDO: International Student Quota (Yurt Dışından Öğrenci Kontenjanı) - A designated acceptance quota for international students that can be applied for under specific conditions.

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1. Summary Findings on the Data Collected within the scope of Özü GEP v2

- As planned in the GEP, a gender equality specialist was first employed to develop policies to ensure gender equality and to carry out the practices in this process. In the following years, Özü Gender Equality Office (Özü Gender Office) was established under the Rectorate in order to sustainably meet the increasing need. Two experts were employed within the Özü Gender Office, taking gender balance into account, and an advisory board consisting of Özü academics was established to strengthen the office on academic issues.
- Various initiatives were taken in the 2019-2020 period to establish a relevant procedure and unit to combat gender-based violence, sexual assault and harassment at the university. However, the meetings of the relevant working group were disrupted due to the intense Covid-19 pandemic conditions in 2020-2021. A structure for the prevention of gender-based violence and harassment has not yet been established; however, workshops and seminars are organised for all stakeholders on gender-based violence prevention and protection mechanisms, and printed materials are disseminated within the university to raise awareness on this issue. As of 2021, draft versions of the directive and policy text required for the establishment of the relevant unit have emerged. Özü Gender Office, in collaboration with different administrative units and faculties, has started working on formalising these documents.
- Quantitative data on gender were not systematically collected and analysed in a single focus. In this context, as of 2021, the main gender equality quantitative data breakdowns to be monitored in cooperation with the University's Planning and Analysis Office and Özü Gender Office teams were created and data tracking started according to these breakdowns.
- Gender equality trainings for managers and decision-makers were completed, thus the first step of a supportive and sustainable system on the foundations of gender-sensitive governance was taken. One of the areas of work of Özü Gender Office is to develop in-house gender equality policy recommendations for decision-making mechanisms to working a gender-sensitive manner.
- Within the scope of GEP, gender training was organised for University employees; 354 out of 359 administrative staff and 74 out of 424 academic staff attended gender equality training in 2019. At the beginning of 2020, the Covid-19 pandemic interrupted the training organised for academic staff. In the post-pandemic period, work has started to reschedule these training sessions. As of 2022, needs assessment studies Özü Gender Office has started to work on the sustainable continuation of an institution-specific training.
- There was no mechanism to ensure the visibility of women scientists. In this context, as a first step, seminars were organised to support women working in STEM fields. Role model women in the STEM field were invited to these seminars.
- The day-care centre serving on the university campus was closed. In this regard, studies were carried out on providing support to working parents with children between the ages of 0-6. In this context, as of January 2023, financial nursery assistance will be provided for employees with children in the relevant age group, regardless of the gender of the employee.

- With the pandemic, part-time and full-time working from home options have increased, but as of September 2022, this practice has ended due to the fact that the general structure of the University is based on providing face-to-face education. In order to protect the work- life balance of employees, especially care labour, there is a need to work on new models suitable for the post-pandemic period. Needs and demands were collected by observing the 2022-2023 academic year, the first academic year in which all post pandemic activities will be carried out on campus.
- The university extends the discounts provided by various health and education institutions among employees to benefit those who work in care.
- In order to ensure work-life balance in the context of gender equality, work has begun on new leave models and working models suitable for today's conditions.
- Job advertisements are publicly announced and gender-neutral language continues to be used. In addition, it was determined that gender breakdowns should be identified and analysed in all recruitment processes starting from the application stage. However, it is not appropriate to keep job application data in accordance with national legislation (Personal Data Protection Law).
- Parental leaves are implemented based on the legal regulations in the Labour Law; in this context, paternity leave is applied for 5 days and maternity leave for 16 weeks. As in the previous period, various services such as breastfeeding leave, breastfeeding rooms, health centre support, kitchens open to the use of employees, and personnel service continue.
- A first step has been taken to include a gender dimension in labour turnover through the inclusion of gender-related questions on resignation forms. However, it was found that the processing system of the relevant data needs to be improved.
- Özü Gender Office has started to support the development of multidisciplinary and interdisciplinary projects and research that intersect with gender equality and continues its activities in this field. In addition to supporting researchers, the Özü Gender Office prepares projects on gender equality and applies for funding to sustainably develop the university's gender equality capacity.
- Özü Gender Office is tasked with providing all stakeholders with the network support necessary for the realisation of multidisciplinary studies. In this context, Özü Gender Office carries out networking activities among internal and external stakeholders focused on gender equality. At the same time, Özü Gender Office participates in national and international networks with the aim of improving its capacity and increasing gender equality-oriented projects and research.
- Workshops were organized for academics to identify the difficulties encountered in the process of including a gender equality perspective in research processes and to develop solutions to these problems.
- In particular, social sciences, arts and society continue to be the fields that most frequently include gender in their curricula. Apart from these fields, it was determined that systematic efforts were needed to include a gender equality perspective in the curriculum. In this context, the first steps were taken to add gender equality awareness courses to the curricula of each faculty, and faculties were brought together on this issue.
- There was no introductory training or seminar on gender equality awareness for all students. The Özü Gender Office has put it on its agenda to work on adding a section on gender equality to the introductory course that all first year students are required to complete.

- It was determined that there was a lack of awareness-raising materials on gender-related issues. In this context, with the cooperation of student clubs, awareness-raising and supportive printed materials were designed and disseminated within the scope of combating violence against women.
- The Gender Equality Specialist, with the support and cooperation of other administrative and academic units, carried out project development, seminars and workshops with student groups focusing on gender equality. It is planned to systematise this involvement under the Özü Gender Office.
- There are two student clubs that focus on gender equality and are active.
- Özü Gender Office periodically organises workshops and seminars to raise students' awareness on gender equality. In addition, other administrative units and faculties organise activities focused on gender equality

2. 2022-2023 Özü Gender Quantitative Data

2021-2022 Academic Year - Gender Distribution of Academic Unit Managers

	Woman	Man	Total	Woman %
Rectorate	1	1	2	50%
Faculty	5	3	8	63%
School	1	1	2	50%
Center	1	3	4	25%
	8	8	16	50%

Calculated based on the last day of the relevant academic year.
In the Type of Position field, Academic Management and Centre Directors are listed.

2022-2023 Academic Year - Gender Distribution of Administrative Unit Manager

Woman	Man	Total	Woman %
11	9	20	60%

Calculated based on the last day of the relevant academic year.
Employees with the title of Secretary General and Director are included.
Centre directors are not included in this table as they are given in the "Gender Distribution of Academic Unit Managers" table

2022-2023 Academic Year - Gender Distribution of Senate

Woman	Man	Total	Woman %
9	6	15	60%

People who have been a member of the senate for at least 4 months in the relevant academic year are counted.

2022-2023 Gender Distribution of Administrative Personnel

		Woman	Man	Total	Woman %
Academic Units	Graduate School of Science and Engineering	6		6	100%
	Faculty of Aviation And Aeronautical Sciences	2	1	3	67%
	Faculty of Law	5		5	100%
	Graduate School of Business	3		3	100%
	Faculty of Business	3		3	100%
	Faculty of Architecture and Design	7	3	10	70%
	Faculty of Engineering	7	6	13	54%
	Graduate School of Social Sciences	2		2	100%
	Faculty of Social Sciences	5	1	6	83%
	Faculty of Applied Sciences	7	2	9	78%
	School of Languages	3	1	4	75%
		50	14	64	78%

		Woman	Man	Total	Woman %
Administrative Units	Accreditation and Quality Assurance	1		1	100%
	Information Technologies	10	32	42	24%
	Knowledge, Technology Transfer and Entrepreneurship	14	6	20	70%
	Integrated Assessment and Reporting	1		1	100%
	Couple and Family Center	3		3	100%
	Center for Energy, Environment and Economy	6	4	10	60%
	Center for Computational Finance	2	7	9	22%
	General Secretary	1	1	2	50%
	Health & Safety and Environment		4	4	0%
	Legal Office	3		3	100%
	Human Resources	8	4	12	67%
	Accommodation Services	15	14	29	52%
	Corporate Relations and Integrated Communication	11	11	22	50%
	Library	9	5	14	64%
	Finance	11	9	20	55%
	Dean Of Students	1		1	100%
	Student Development and Experience Department	11	2	13	85%
	Student Services	10	7	17	59%
	Office for Learning and Teaching Enhancement	4	2	6	67%
	Operations	9	48	57	16%
	Center of Excellence in Optical Wireless Communication Technologies		3	3	0%
	Planning and Analysis Office	6	1	7	86%
	Rector's Office	2	2	4	50%
	Sectoral Training and Professional Development	6	1	7	86%
	Sport Center	2	5	7	29%
	Sustainability Platform	4	5	9	44%
	Gender Equality Office	1	2	3	33%
	International Exchange Programmes	4		4	100%
	Yök Relations Coordinator	3		3	100%
	Intercultural Awareness and Support Office		1	1	0%
		158	176	334	47%
	ÖzU Total	208	190	398	52%

Calculated by using administrative staff working in academic units and staff working in administrative units.
 Academic staff working in the Rectorate Office are not included.
 Calculated based on the last day of the relevant academic year

2022-2023 Academic Year - Gender Distribution by Age and Title

	Age	Woman	Man	Total	Woman %
Grade A Professor	40-44		2	2	0%
	45-49	4	4	8	50%
	50-54	3	7	10	30%
	55-59		7	7	0%
	60+	9	11	20	45%
		16	31	47	34%
Grade B Associate Professor, Assistant Professor	30-34	1	2	3	33%
	35-39	26	17	43	60%
	40-44	32	25	57	56%
	45-49	34	32	66	52%
	50-54	6	9	15	40%
	55-59	2	2	4	50%
	60+	6	3	9	67%
		107	90	197	54%
Grade C Lecturer, Research Assistant	20-24				
	25-29	22	16	38	58%
	30-34	44	13	57	77%
	35-39	49	24	73	67%
	40-44	29	10	39	74%
	45-49	11	9	20	55%
	50-54	8	2	10	80%
	55-59	4	3	7	57%
	60+	3	9	12	25%
		170	86	256	66%
ÖzU Total		293	207	500	59%

Calculated on the basis of persons who have worked for at least 4 months in the relevant academic year

2022-2023 Academic Year - Gender Distribution by Academic Unit and Title

Faculty	Academic Title	Woman	Man	Total	Woman %
University - Wide	Professor	16	31	47	34%
	Associate Professor	21	16	37	57%
	Assistant Professor	86	74	160	54%
	Lecturer	124	59	183	68%
	Research Assistant	46	27	73	63%
		293	207	500	59%
Faculty Of Aviation And Aeronautical Sciences	Associate Professor		1	1	0%
	Assistant Professor	3	4	7	43%
	Lecturer	5	4	9	56%
	Research Assistant	1		1	100%
		9	9	18	50%
Faculty of Law	Professor	2	5	7	29%
	Associate Professor	1	1	2	50%
	Assistant Professor	14	7	21	67%
	Lecturer	1	1	2	50%
	Research Assistant	13	6	19	68%
		31	20	51	61%
Faculty of Business	Professor	2	4	6	33%
	Associate Professor	5	1	6	83%
	Assistant Professor	13	23	36	36%
	Lecturer	2	2	4	50%
	Research Assistant	3	4	7	43%
		25	34	59	42%
Faculty of Architecture and Design	Professor	2	3	5	40%
	Associate Professor	3	2	5	60%
	Assistant Professor	25	7	32	78%
	Lecturer	3	8	11	27%
	Research Assistant	17	5	22	77%
		50	25	75	67%

Faculty	Academic Title	Woman	Man	Total	Woman %
Faculty of Engineering	Professor	4	18	22	18%
	Associate Professor	5	7	12	42%
	Assistant Professor	9	24	33	27%
	Lecturer	2	8	10	20%
	Research Assistant	4	9	13	31%
		24	66	90	27%
Rectorate / Departments	Professor		1	1	0%
	Assistant Professor	1		1	100%
	Lecturer	1		1	100%
		2	1	3	67%
Faculty of Social Sciences	Professor	5		5	100%
	Associate Professor	6	4	10	60%
	Assistant Professor	14	7	21	67%
	Lecturer	8	6	14	57%
	Research Assistant	4	3	7	57%
		37	20	57	65%
School of Applied Sciences	Professor	1		1	100%
	Associate Professor	1		1	
	Assistant Professor	6	2	8	75%
	Lecturer		8	8	0%
	Research Assistant	4		4	100%
School Of Foreign Languages	Assistant Professor	1		1	100%
	Lecturer	102	22	124	82%
		103	22	125	82%

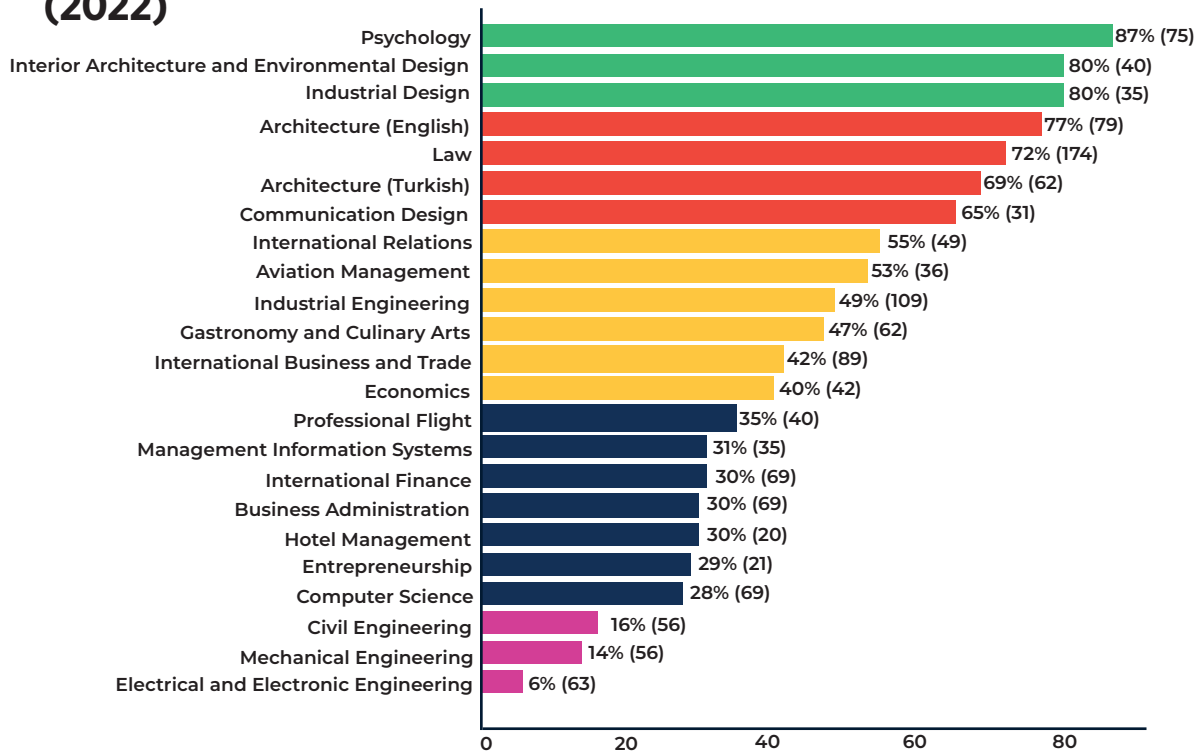
Calculated on the basis of persons who have worked for at least 4 months in the relevant academic year

Newly Registered OSYS Enrolments (Woman Student Ratio - Undergraduate)

Faculty	Programme	2022	
		N	W %
Faculty of Architecture and Design	Architecture (English)	79	77%
	Architecture (Turkish)	62	69%
	Communication and Design	31	65%
	Industrial Design	35	80%
	Interior Architecture and Environmental Design	40	80%
Faculty of Aviation and Aeronautical Science	Aviation Management	36	53%
	Professional Flight	40	35%
Faculty of Business	Business Administration	69	30%
	Economics	42	40%
	Entrepreneurship	21	29%
	International Finance	29	31%
	International Business and Trade	89	42%
	Management Information Systems	35	31%
Faculty of Engineering	Civil Engineering	56	16%
	Computer Science	69	28%
	Electrical and Electronic Engineering	63	6%
	Industrial Engineering	109	49%
	Mechanical Engineering	56	14%
Faculty of Law	Law	174	72%
Faculty of Social Sciences	International Relations	49	55%
	Psychology	75	87%
School of Applied Sciences	Gastronomy and Culinary Arts	62	47%
	Hotel Management	20	30%
ÖzU Total		1341	50%

Highlighted parts-Percentage of women: Light colour: between 20-40% or between 60-80%.
Dark colour: below 20% or above 80%

Newly Enrolled OSYS Admissions (Woman Students Ratio - Undergraduate) (2022)



% = percentage of women. (n) = Number of new students in the program

Total Student OSYS Admissions (Woman Student Ratio - Undergraduate)

Faculty	Program	2022/23	
		N	W %
Faculty of Architecture and Design	Architecture (English)	364	73%
	Architecture (Turkish)	306	63%
	Communication Design	138	67%
	Industrial Design	161	76%
	Interior Architecture and Environmental Design	164	86%
Faculty of Aviation and Aeronautical Sciences	Aviation Management	169	48%
	Professional Flight	220	23%
Faculty of Business	Business Administration	336	34%
	Economics	172	34%
	Entrepreneurship	89	23%
	International Finance	113	21%
	International Business and Trade	429	38%
	Management Information Systems	125	26%

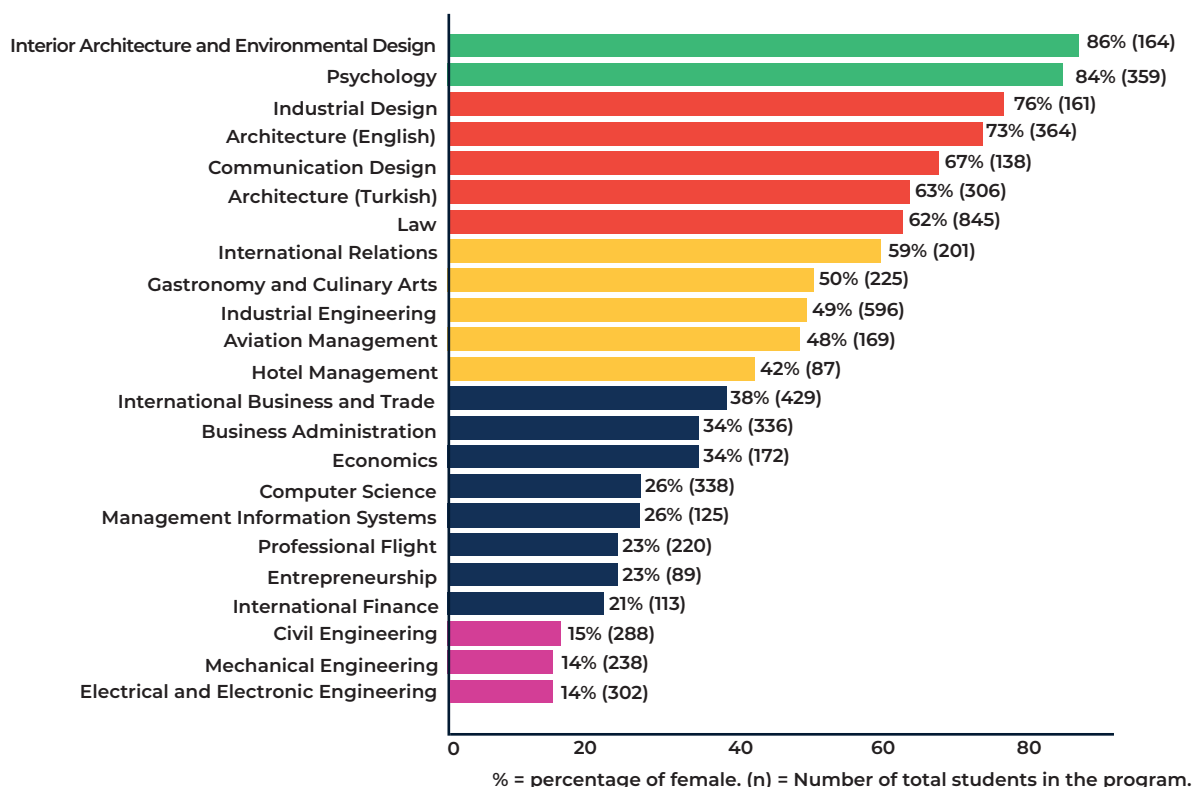
Faculty	Program	2022/23	
		N	W %
Faculty of Engineering	Civil Engineering	288	15%
	Computer Science	338	26%
	Electrical and Electronic Engineering	302	14%
	Industrial Engineering	596	49%
	Mechanical Engineering	283	14%
Faculty of Law	Law	845	62%
Faculty of Social Sciences	International Relations	201	59%
	Psychology	359	84%
School of Applied Sciences	Gastronomy and Culinary Arts	255	50%
	Hotel Management	87	42%
ÖzU Total		6335	47%

Highlighted parts-Percentage of women: Light colour: between 20-40% or between 60-80%.

Dark colour: below 20% or above 80%

Only registered students are included.

Total Students OSYS Admissions (Woman Students Ratio - Undergraduate) (2022)



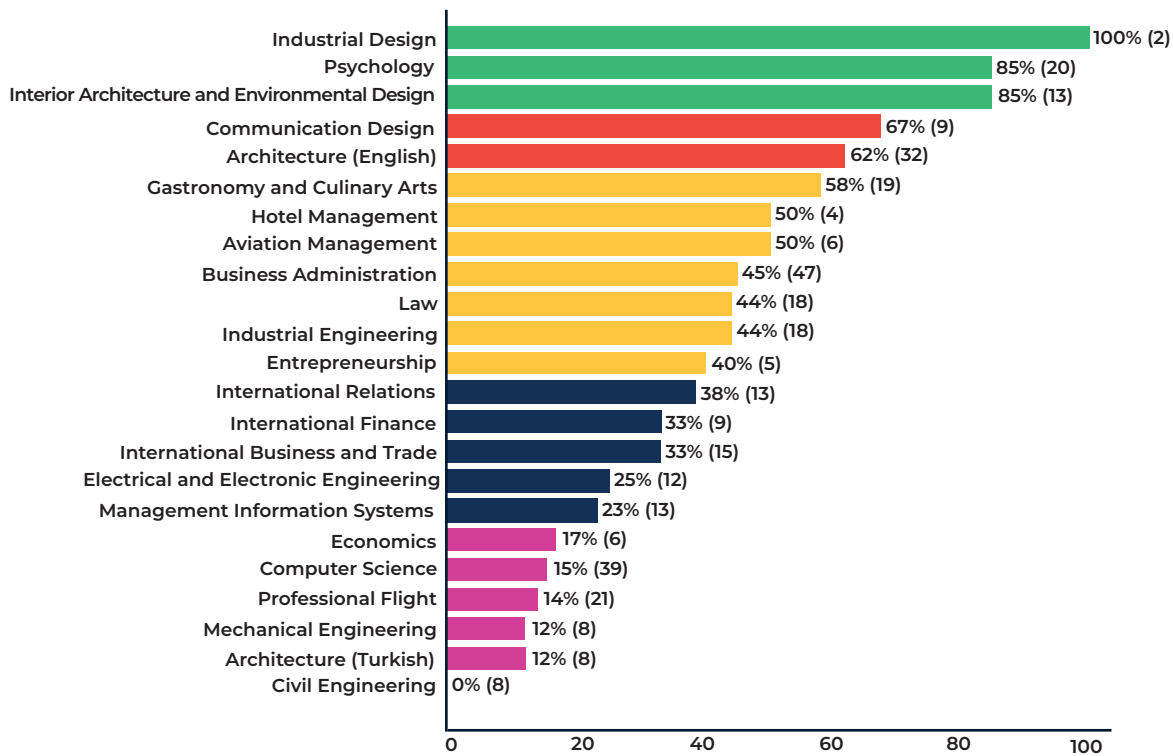
Students who are not registered and those who left the university permanently are excluded from total numbers.

Newly Registered YDO Enrolments (Woman Student Ratio - Undergraduate)

Faculty	Program	2022	
		N	W %
Faculty of Architecture and Design	Architecture (English)	32	63%
	Architecture (Turkish)	8	13%
	Communication Design	9	67%
	Industrial Design	2	100%
	Interior Architecture and Environmental Design	13	85%
Faculty of Aviation and Aeronautical Sciences	Aviation Management	6	50%
	Professional Flight	21	14%
Faculty of Business	Business Administration	47	45%
	Economics	6	17%
	Entrepreneurship	5	40%
	International Finance	9	33%
	International Business and Trade	15	33%
	Management Information Systems	13	23%
Faculty of Engineering	Civil Engineering	8	0%
	Computer Science	39	15%
	Electrical and Electronic Engineering	12	25%
	Industrial Engineering	18	44%
	Mechanical Engineering	8	13%
Faculty of Law	Law	18	44%
Faculty of Social Sciences	International Relations	13	38%
	Psychology	20	85%
School of Applied Sciences	Gastronomy and Culinary Arts	19	58%
	Hotel Management	4	50%
ÖzU Total		345	41%

Highlighted parts-Percentage of women: Light colour: between 20-40% or between 60-80%.
Dark colour: below 20% or above 80%

Newly Enrolled YDO Admissions (Woman Students Ratio - Undergraduate) (2022)



% = percentage of women. (n) = Number of total students in the program.

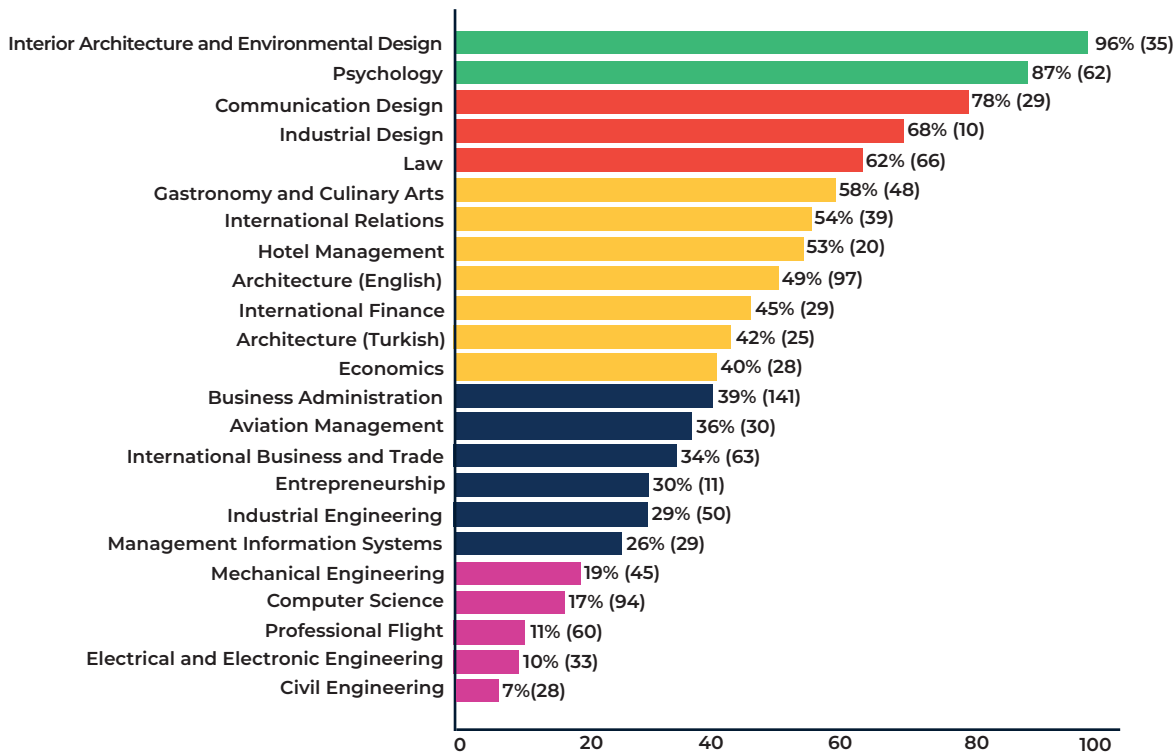
Total Student YDO Admissions (Woman Student Ratio - Undergraduate)

Faculty	Program	2022/23	
		N	W %
Faculty of Architecture and Design	Architecture (English)	97	49%
	Architecture (Turkish)	25	42%
	Communication Design	29	78%
	Industrial Design	10	68%
	Interior Architecture and Environmental Design	35	96%
Faculty of Aviation and Aeronautical Sciences	Aviation Management	30	36%
	Professional Flight	60	11%
Faculty of Business	Business Administration	141	39%
	Economics	28	40%
	Entrepreneurship	11	30%
	International Finance	29	45%
	International Business and Trade	63	34%
	Management Information Systems	29	26%

Faculty	Program	2022/23	
		N	W %
Faculty of Engineering	Civil Engineering	28	7%
	Computer Science	94	17%
	Electrical and Electronic Engineering	33	10%
	Industrial Engineering	50	29%
	Mechanical Engineering	45	19%
Faculty of Law	Law	66	62%
Faculty of Social Sciences	International Relations	39	54%
	Psychology	62	87%
School of Applied Sciences	Gastronomy and Culinary Arts	48	58%
	Hotel Management	20	53%
ÖzU Total		1072	42%

Highlighted parts-Percentage of women: Light colour: between 20-40% or between 60-80%.
Dark colour: below 20% or above 80%
Only enrolled students are included

Total Students YDO Admissions (Woman Students Ratio - Undergraduate) (2022)



% = percentage of women. (n) = Number of total students in the program.
Students who are not registered and those who left the university permanently are excluded from total numbers.

Ratio of Woman in Application and Admission (Programme Level: Graduate School)-(Graduate School of Science and Engineering)

Faculty	Program	2022				
		Thesis / Without Thesis	Application N	Application W %	Acceptance N	Acceptance W %
Graduate School of Science and Engineering	Architecture	Non-thesis	6	83%	1	0%
		Thesis	19	58%	11	64%
	Artificial Intelligence	Thesis	46	22%	12	33%
	City and Architecture	Non-thesis	5	60%	4	50%
		Thesis	13	54%	5	60%
	Civil Engineering	Non-thesis	1	0%	0	-
		Thesis	16	25%	5	20%
	Computer Science	Non-thesis	15	7%	4	0%
		Thesis	51	18%	12	0%
	Data Science	Non-thesis	51	31%	35	34%
		Thesis	53	25%	7	14%
	Electrical and Electronic	Non-thesis	8	38%	2	100%
		Thesis	26	35%	14	29%
	Finance Engineering	Non-thesis	63	25%	35	20%
	Industrial Engineering	Non-thesis	8	0%	0	-
		Thesis	19	11%	6	33%
	Mathematics	Thesis	7	57%	4	50%
	Mechanical Engineering	Non-thesis	1	0%	0	-
		Thesis	15	20%	11	27%
	Physics	Thesis	3	0%	2	0%
ÖzU Total			280	28%	170	29%

Emphasised values:

- number of accepted students > 7 and

- the absolute difference between the percentage of women implemented and the percentage of women accepted is equal to or greater than 4 per cent.

Ratio of Woman in Applications and Admissions (Programme Level: Graduate School)- (Other Institutes)

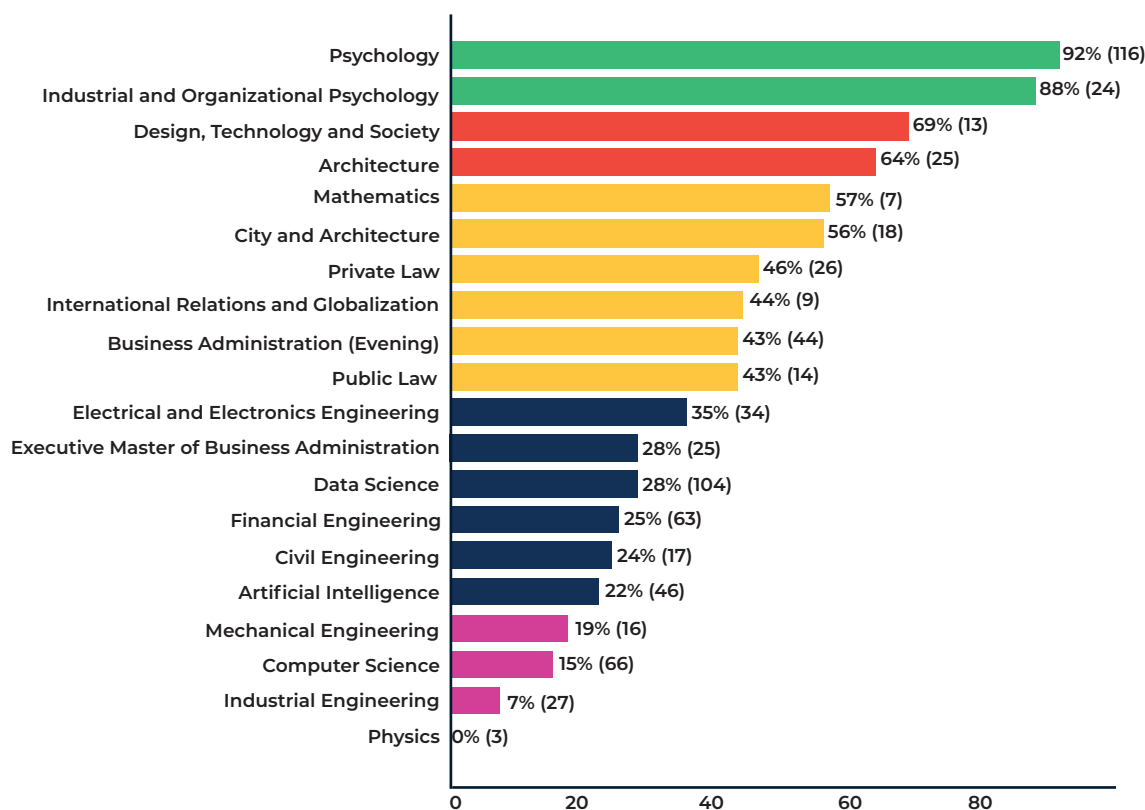
Faculty	Program	2022				
		Thesis / Without Thesis	Application N	Application W %	Acceptance N	Acceptance W %
Graduate School of Business	Business	Non-thesis	44	43%	20	40%
	Business for Managers	Non-thesis	25	28%	17	18%
Graduate School of Social Sciences	Design, Technology and Society	Thesis	13	69%	11	82%
	Industrial and Organisational Psychology	Non-thesis	8	88%	3	100%
		Thesis	16	88%	7	100%
	International Relations and Globalization	Thesis	9	44%	1	0%
	Private Law	Non-thesis	1	0%	1	0%
		Thesis	25	48%	17	53%
	Psychology	Non-thesis	37	86%	8	88%
		Thesis	79	95%	9	100%
	Public Law	Thesis	14	43%	10	30%
	ÖzU Total			64%	104	56%

Emphasised values;

- number of accepted students > 7 and

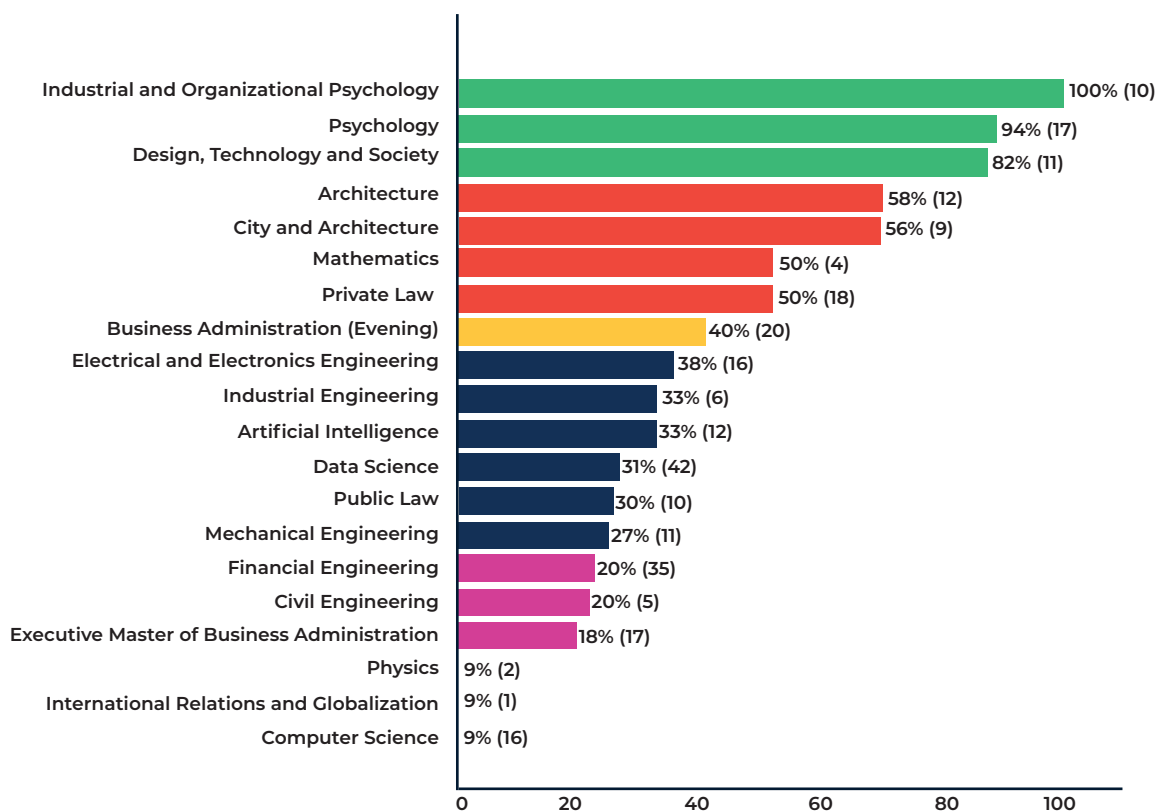
- the absolute difference between the percentage of women implemented and the percentage of women accepted is equal to or greater than 4 per cent.

Application (Woman Students Ratio - Graduate level) (2022)



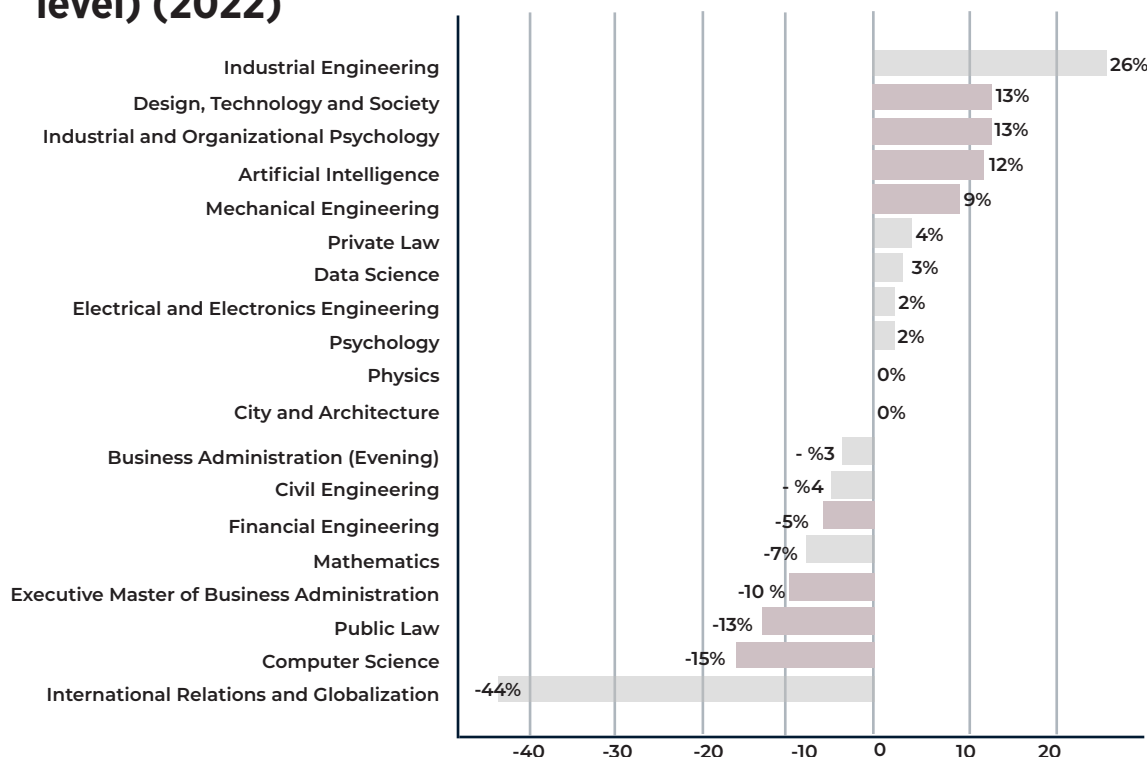
% = percentage of women. (n) = Number of applicants in the program

Admission (Woman Students Ratio - Graduate level) (2022)



% = percentage of women. (n) = Number of applicants in the program

Application - Admission Difference (Woman Students Ratio - Graduate level) (2022)



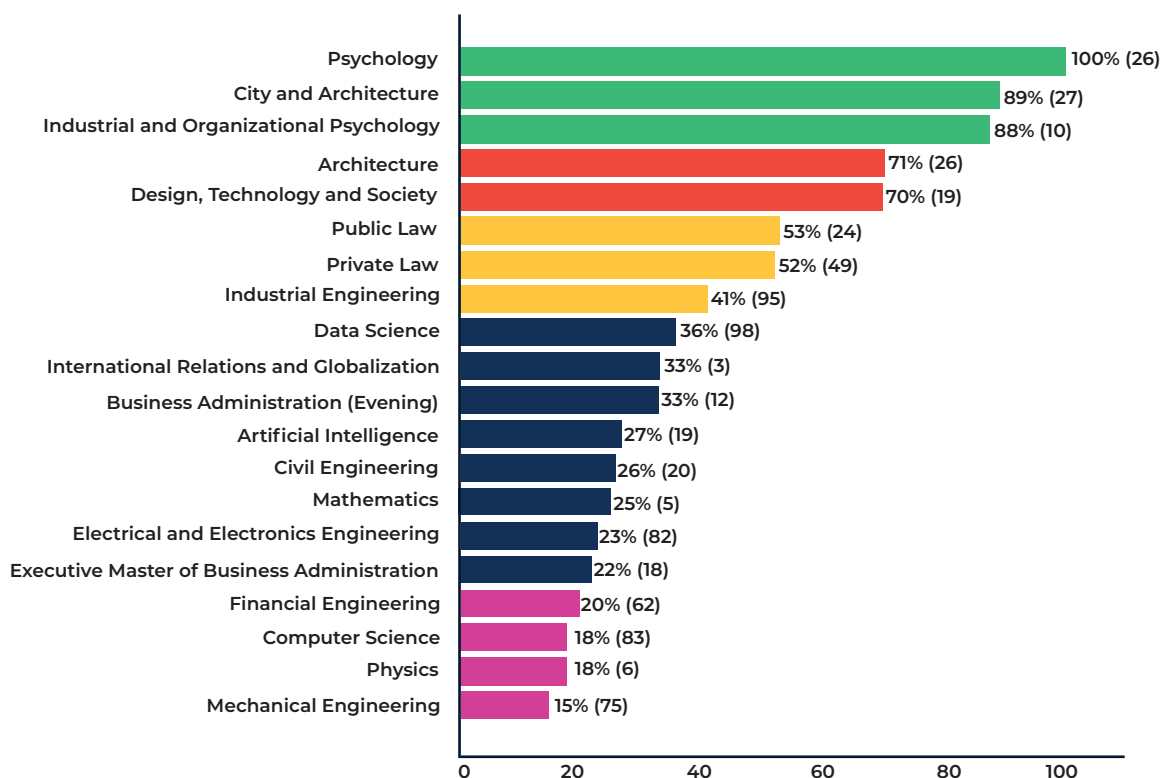
% represents: Difference between % of applied women and % of admitted women students.

Dark highlighted bars represent:

1) number of admitted students is bigger than 8 AND

2) % difference between applied and admitted women students is bigger than 4% or less than -4%

Total Students (Woman Students Ratio - Graduate level) (2022)



% = percentage of women. (n) = Number of applicants in the program

Students who are not registered and those who left the university permanently are excluded from total numbers.

Rates of Woman in Application and Admission (Doctorate Level)

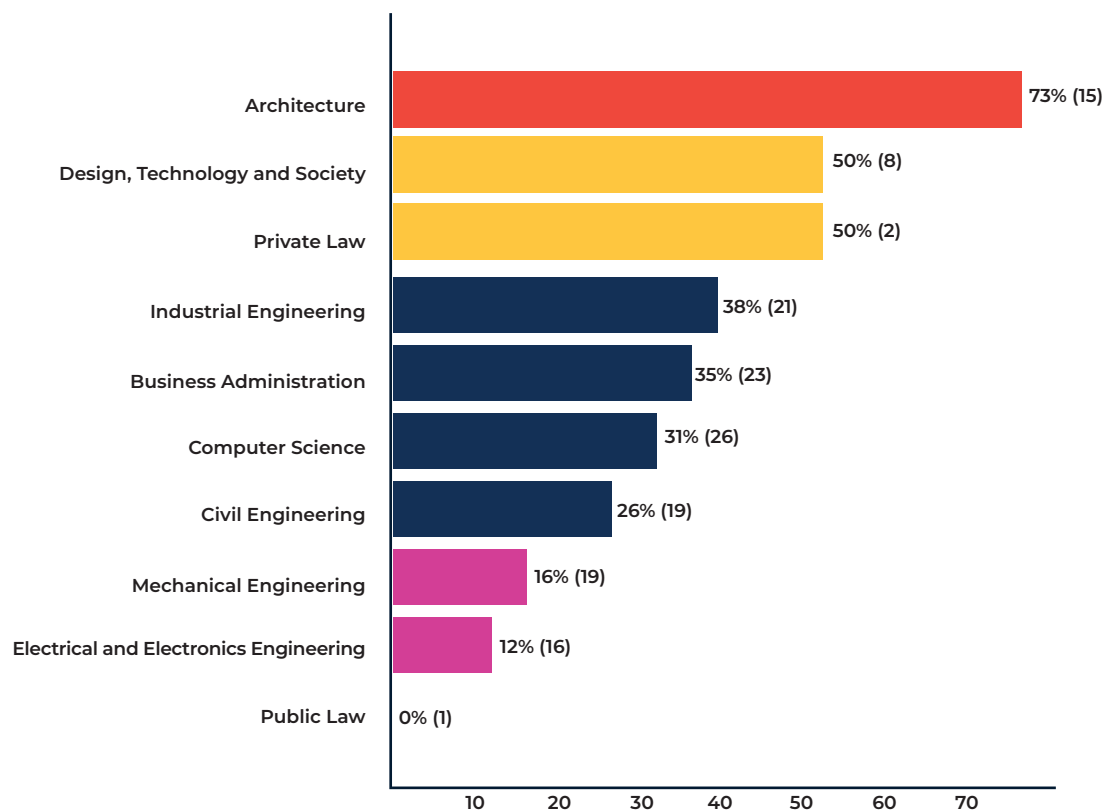
Faculty	Program	2022			
		Application N	Application W %	Acceptance N	Acceptance W %
Graduate School of Business	Business	23	35%	5	40%
Graduate School of Science and Engineering	Architecture	11	73%	8	75%
	Civil Engineering	18	28%	6	50%
	Computer Engineering	25	28%	7	14%
	Electrical and Electronic Engineering	14	14%	8	13%
	Industrial Engineering	19	37%	5	20%
	Mechanical Engineering	19	16%	7	14%
Graduate School of Social Sciences	Design, Technology and Society	7	43%	4	50%
	Private Law	2	50%	1	0%
	Public Law	1	0%	0	-
ÖzU Total		124	34%	51	33%

Emphasised values;

- number of accepted students > 7 and

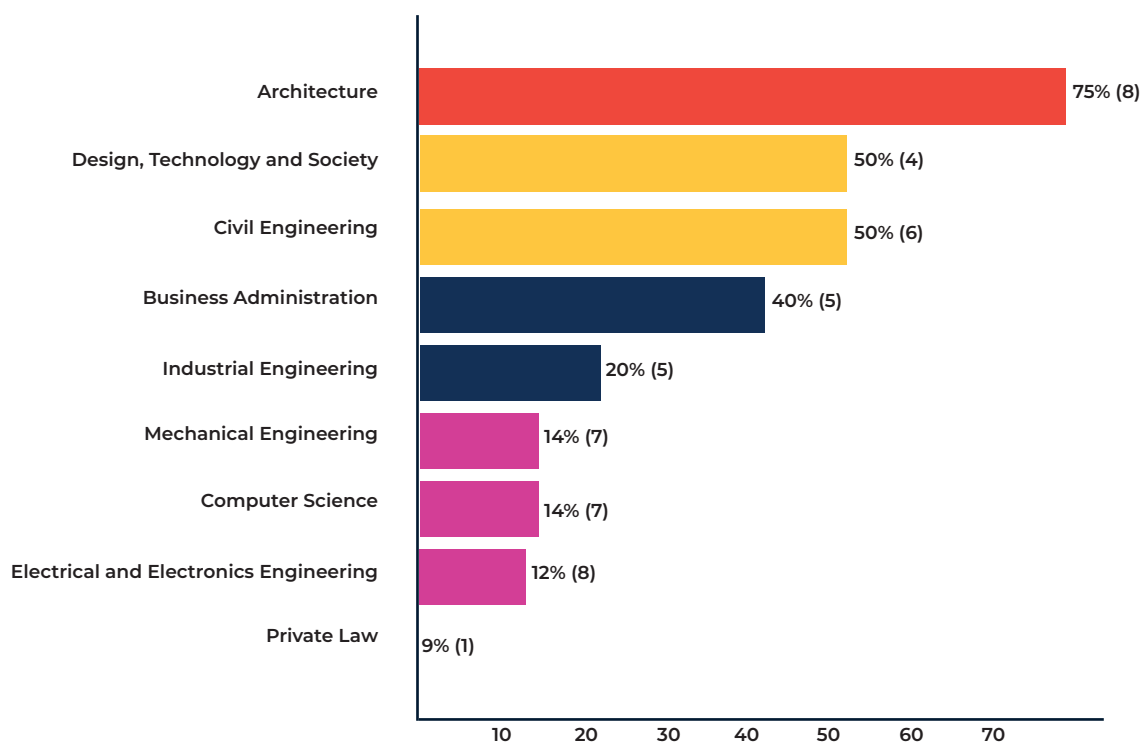
- the absolute difference between the percentage of women implemented and the percentage of women accepted is equal to or greater than 4 per cent.

Application (Woman Students Ratio - PhD level) (2022)



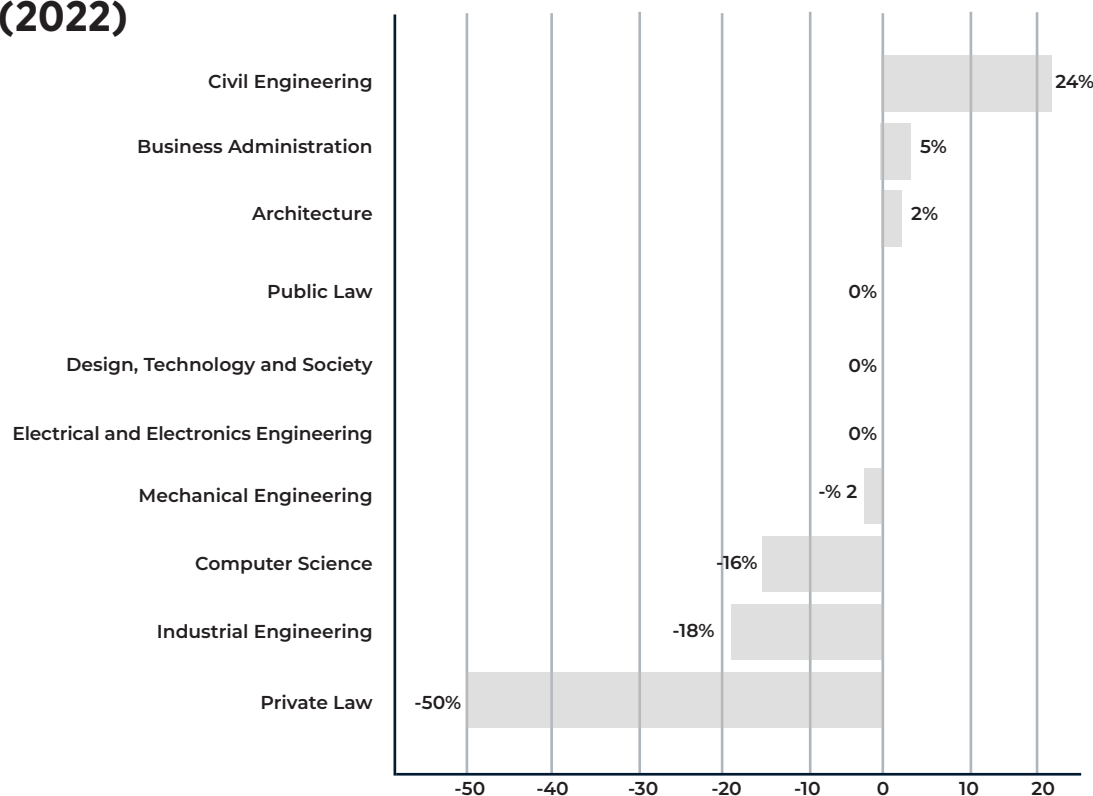
% = percentage of women. (n) = Number of applied students in the program

Admission (Woman Students Ratio - PhD level) (2022)



% = percentage of women. (n) = Number of applied students in the program

Application - Admission Difference (Woman Students Ratio - PhD level) (2022)



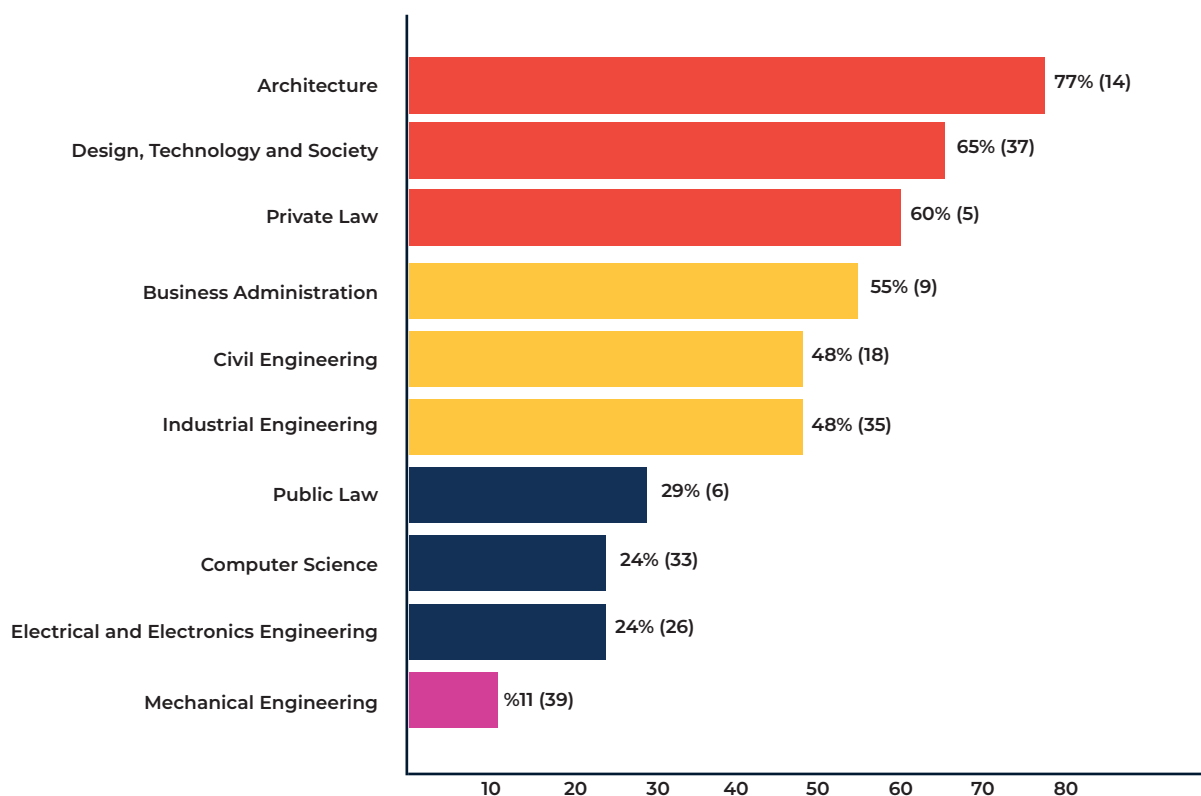
% represents: Difference between % of applied woman and % of admitted female students.

Dark highlighted bars represent:

1) number of admitted students is bigger than 8 AND

2) % difference between applied and admitted woman students is bigger than 4% or less than -4%

Total Students (Woman Students Ratio - PhD level) (2022)



% = percentage of woman. (n) = Number of total students in the program.

Students who are not registered and those who left the university permanently are excluded from total numbers.

3. 2022-2023 Özyeğin University Gender Equality Plan Activity Report

This report consists of summaries of activities carried out by or with the support of Gender Equality Experts within the scope of Özyeğin University Gender Equality Plan (ÖzU GEP) between July 2022 and June 2023.

Title	Activities
<p>Developing Partnerships with Administrative Units</p>	<ul style="list-style-type: none"> • Collaborated with TTO to provide consultancy services for gender-focused project applications. • Completed introductory and collaboration visits to all administrative units. Joint process development started with the units. • Necessary field visits were made to rehabilitate breastfeeding rooms. Opinion letter was prepared. • Participated in the high school summer program with a gender equality-focused course. Delivered a 1-hour session attended by all students, followed by two workshops on unpaid domestic labor. • Developed a strategy with PAO for consolidating the university's gender equality-focused data in a central repository. Determined the format of the report to be included in ÖzU Reports. • Developed a strategy with OLTE for designing SEC 101 and basic gender equality training. • Within the scope of -SEC 302, attempts were made to involve stakeholders from the field in the course. • Collaborated with HSE and HR units to assess their OHS training through a gender lens and provided support during the revision process.
<p>Collaboration with Student Clubs</p>	<ul style="list-style-type: none"> • Initiated regular meetings with the Women's Studies and LGBTIQ+ clubs. Gathered student input for planning upcoming activities.

Title	Activities
Policy, Strategy, and Reporting	<ul style="list-style-type: none"> • Prepared a unit report for YÖKAK. • Worked on the second version of the Gender Equality Plan, following the completion of the first cycle.
Providing Project Development Support	<ul style="list-style-type: none"> • Held project development meetings with 2 faculty deans and 4 academics. • Prepared a project proposal in collaboration with the BoMoVu association for a call by the Consulate General of Sweden in Istanbul. • Developed a project proposal for UN Women's HeForShe call for projects. • Support was provided for the preparation of a project application to the Dutch Embassy for the child protection in sports program of the Sports Center.
Providing Project Implementation Support	<ul style="list-style-type: none"> • Supported the data collection phase of UniSAFE, an EU project investigating gender-based violence in academic institutions. Distributed surveys within ÖzÜ to gather data.
Prevention of Sexual Harassment and Violence	<ul style="list-style-type: none"> • Necessary meetings and collaborations were developed for establishing the Prevention of Sexual Harassment and Violence mechanism
Developing External Stakeholder Collaborations	<ul style="list-style-type: none"> • Developed a protocol between Ataşehir Municipality and the Faculty of Law, outlining a strategy for undergraduate law students to conduct gender equality-focused workshops for students receiving services from the municipality. • Made courtesy visits to various institutions and organizations in the field to expand the external stakeholder network and attended meetings. • Collaborated with academics to prepare a detailed report requested by the TBMM KEFEK commission. • Provided consultancy for FIBA's awareness campaign on unpaid labor.

Title	Activities
<p>Events and Training</p>	<ul style="list-style-type: none"> Designed a training program for students conducting fieldwork under the protocol between Ataşehir Municipality and the Faculty of Law. Delivered a full-day introductory training and meetings were organized between field experts from our university academics and students. Established a strategy for gender equality awareness training and initiated work on an online module. Developed a Gender Equality Module for ÖzÜ Pack training. Various panels, speeches, workshops and seminars were organized for all stakeholders of the university to raise awareness on gender equality. While organizing the events, it was aimed to improve the impact of the events by developing collaborations with external stakeholders. The titles of the events organized in this context can be listed as follows: <ol style="list-style-type: none"> October 11, 2022: International Day of the Girl Child – Faculty of Law October 14, 2022: Gender Perspective on the Impact of Climate Crisis on Agro-Food Systems: The Istanbul Case – LOAF Lab December 2-3, 2022: co-art co-act Project Multidisciplinary Art Workshop “Gender of Gestures” with Özlem Şimşek - Sustainability Platform December 23 & 27, 2022: Dating Violence Seminar – ÖzÜ Gender Office & Duyarlı ÖzÜ December 27, 2022: Legal Regulations on Preventing Child and Forced Marriages – Faculty of Law March 8, 2023: MARCH 8TH WORLD WOMEN’S DAY: “BEING A WOMAN” in the Disaster Period - Faculty of Law March 8, 2023: March 8, International Working Women’s Day - Idealist Lawyers Club March 14, 2023: Trauma, Violence and Gender in Times of Disaster - Psychology Club & Women’s Studies Club & ÖzÜ ÇAM

Title	Activities
Events and Training	<ol style="list-style-type: none"> 9. March 30, 2023: A Study on the Intersectionality of Black Lives Matter and Me Too Movements - Department of International Relations 10. April 6, 2023: Fair Working Conditions in the Platform Economy: Holding Platforms Accountable - Faculty of Law 11. May 9-10, 2023: V. International Congress on Understanding Violence “Cyber Violence” - Faculty of Law
Corporate Identity Studies	<ul style="list-style-type: none"> • A joint process with KIBI (Corporate Relations and Integrated Communication) was initiated to establish the corporate identity of Özü Gender Office. • -The joint process with KIBI for the creation of the corporate identity of Özü Gender Office was completed. Logo and website were launched
Capacity Building	<ul style="list-style-type: none"> • Prepared a report on Earthquake and Gender. • Participated in the corporate trainer certification program through TEGEP association. • Joined the ILO Gender Audit program.
Developing Collaborations with Academics	<ul style="list-style-type: none"> • Participated in the pilot training on workplace mistreatment by Prof. Canan Sümer and provided feedback for improvement efforts.





— ÖZYEĞİN —
— UNIVERSITY —



Nişantepe Mah. Orman Sok. No: 34-36,
34794 Alemdağ - Çekmeköy/İstanbul
+90 216 564 95 64

gender.office@ozyegin.edu.tr
<https://genderoffice.ozyegin.edu.tr/>