2025-2026
ÖZU GENDER EQUALITY REPORT (GER)

ÖzU Gender Office

ÖZYEĞİN UNIVERSITY

Preface

At Özyeğin University, ÖzU Gender Office has aimed to create an inclusive learning, teaching, and living environment for all stakeholders, primarily the university's employees and students since its establishment. In line with this vision, the office is committed to continuing institutional efforts in gender equality, one of the university's core values.

The university's Gender Equality Plan (GEP) for the 2024-2028 period enables us to implement the university's gender equality goals through concrete steps. In this context, the annual Gender Equality Reports (GERs) guide our efforts to assess the progress in implementing the GEP and to reach new goals.

The 2025-2026 Gender Equality Report (GER), as a reflection of the commitments under the plan, aims to showcase efforts in the field of gender equality transparently. In this context, the report is significant for understanding the concrete steps taken during the relevant period and the progress made toward achieving the university's gender equality goals.

Another important aspect of this report is regularly sharing quantitative data collected across the university. A data-driven approach is crucial for measuring and monitoring the success of gender equality commitments. Quantitative data helps understand the current situation and assists in evaluating the impact of the actions taken and identifying areas where improvements are needed. The Gender Equality Reports (GERs) contribute to increased transparency by regularly presenting these data to the public while also providing the opportunity to compare them with reports from previous periods. This is essential for the sustainability and accountability of efforts to strengthen gender equality.

We would like to thank all our stakeholders who have contributed to strengthening gender equality. We will continue working together to achieve a sustainable transformation towards this goal.

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.

Index

1. 2025-2026 ÖzU Gender Quantitative Data 5

2. 2025-2026 ÖzU Gender Equality Plan Activity Report 21

1. 2025-2026 ÖzU Gender Quantitative Data

2025-2026 Academic Year - Gender Distribution of Academic Unit Managers

	2024-2025				2025-2026			
	Woman	Man	Total	Woman %	Woman	Man	Total	Woman %
Rectorate		3	3	0%		3	3	0%
Faculty	5	4	9	56%	4	6	10	40%
School	1	1	2	50%	1		1	100%
Center		1	1	0%	2	2	4	50%
	6	**9**	**15**	**40%**	**7**	**11**	**18**	**39%**

Calculated based on the last day of the relevant academic year.

2025-2026 Academic Year - Gender Distribution of Administrative Unit Managers

2024-2025				2025-2026			
Woman	Man	Total	Woman %	Woman	Man	Total	Woman %
13	10	23	57%	14	17	31	45%

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

2025-2026 Academic Year - Gender Distribution of the Senate

2024-2025				2025-2026			
Woman	Man	Total	Woman %	Woman	Man	Total	Woman %
7	6	13	54%	5	6	11	45%

People who were members of the Senate for at least 4 months in the relevant academic year are counted.

2025-2026 Academic Year - 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	3	1	4	75%
	Faculty of Law	2		2	100%
	Graduate School of Business	4		4	100%
	Faculty of Business	4		4	100%
	Faculty of Architecture and Design	4	2	6	67%
	Faculty of Engineering	7	5	12	58%
	Rectorate / Departments	1		1	100%
	Graduate School of Social Sciences	4		4	100%
	Faculty of Social Sciences	4		4	100%
	Faculty of Applied Sciences	9	3	12	75%
	School of Languages	4	1	5	80%
		52	**12**	**64**	**81%**
Administrative Units	Academic Development and Quality Office	2		2	100%

		Woman	Man	Total	Woman %
	Vice Rectorate for Academic Affairs		1	1	0%
	Vice Rectorate for Research, Innovation and Impact		1	1	0%
	Information Technologies	13	37	50	26%
	Knowledge, Technology Transfer and Entrepreneurship	11	7	18	61%
	Research Center for Work, Inclusion and Social Equality	1		1	100%
	Couple and Family Center	2		2	100%
	Center for Energy, Environment and Economy	4	2	6	67%
	Integrated Energy Initiative		2	2	0%
	Center for Computational Finance	1	4	5	20%
	Physical Artificial Intelligence and Robotics Research Center		1	1	0%
	General Secretary's Office	1	2	3	33%
	Legal Office	3		3	100%
	Communications	10	7	17	59%
	Human Resources	14	5	19	74%
	Istanbul Design Institute	1	1	2	50%
	Accommodation Services	15	15	30	50%
	Library	13	4	17	76%
	Finance	18	9	27	67%
	Dean of Students	1		1	100%
	Student Development and Experience	11	2	13	85%
	Student Services	11	8	19	58%
	Office for Learning and Teaching Enhancement	3	1	4	75%
	Operations	5	54	59	8%
	Operational Efficiency and Supply Chain	3	5	8	38%
	Center of Excellence in Optical Wireless Communication Technologies		2	2	0%
	Office of Planning and Analysis	4	1	5	80%
	Rector's Office	2	1	3	67%
	Health Technologies Research Center		1	1	0%
	Sectoral Education and Professional Development	5	1	6	83%
	Sport Center	3	6	9	33%
	Strategic Partnerships	8	3	11	73%
	Sustainability Platform	5	4	9	56%
	Sustainability, Safe Living and Quality	4	3	7	57%
	International Exchange and Cooperation Programs	5		5	100%
	International Office	3	4	7	43%
	Next Generation Artificial Intelligence Technologies Research Center	1		1	100%
	YÖK Relations and Institutional Internal Audit	4		4	100%
		187	**194**	**381**	**49%**
	ÖzU Total	**239**	**206**	**445**	**54%**

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

2025-2026 Academic Year - Academic Personnel Gender Distribution by Age and Title

		2024-2025				2025-2026			
	Age	**Woman**	**Man**	**Total**	**Woman %**	**Woman**	**Man**	**Total**	**Woman %**
Grade A Professor	35-39					1		1	100%
	40-44		1	1	0%	1	1	2	50%
	45-49	4	6	10	40%	5	5	10	50%
	50-54	5	5	10	50%	5	6	11	45%

		2024-2025				2025-2026			
	Age	**Woman**	**Man**	**Total**	**Woman %**	**Woman**	**Man**	**Total**	**Woman %**
	55-59	2	11	13	15%	3	11	14	21%
	60+	9	13	22	41%	10	13	23	43%
		20	**36**	**56**	**36%**	**25**	**36**	**61**	**41%**
Grade B Associate Professor, Assistant Professor	30-34	1	3	4	25%	3	3	6	50%
	35-39	22	13	35	63%	21	12	33	64%
	40-44	35	22	57	61%	33	21	54	61%
	45-49	33	27	60	55%	34	28	62	55%
	50-54	12	18	30	40%	12	18	30	40%
	55-59	7	7	14	50%	4	7	11	36%
	60+	5	2	7	71%	5	1	6	83%
		115	**92**	**207**	**56%**	**112**	**90**	**202**	**55%**
Grade C Lecturer, Research Assistant	25-29	13	14	27	48%	12	12	24	50%
	30-34	40	18	58	69%	40	19	59	68%
	35-39	43	13	56	77%	45	17	62	73%
	40-44	44	17	61	72%	41	14	55	75%
	45-49	11	8	19	58%	10	7	17	59%
	50-54	12	3	15	80%	12	4	16	75%
	55-59	5	3	8	63%	3	3	6	50%
	60+	4	13	17	24%	4	11	15	27%
		171	**89**	**260**	**66%**	**167**	**87**	**254**	**66%**
ÖzU Total		**306**	**217**	**523**	**59%**	**304**	**213**	**517**	**59%**

Calculated based on people who worked for at least 4 months in the relevant academic year.

2025-2026 Academic Year - Gender Distribution by Academic Unit and Title

		2024-2025				2025-2026			
Faculty	**Academic Title**	**Woman**	**Man**	**Total**	**Woman %**	**Woman**	**Man**	**Total**	**Woman %**
University-Wide	Professor	20	36	56	36%	25	36	61	41%
	Associate Professor	28	23	51	55%	41	24	65	63%
	Assistant Professor	87	69	156	56%	71	66	137	52%
	Lecturer	125	56	181	69%	118	55	173	68%
	Research Assistant	44	32	76	58%	38	29	67	57%
	Visiting Professor	1		1	100%	1		1	100%
	Visiting Assistant Professor					2		2	100%
	Postdoctoral Researcher	1	1	2	50%	8	3	11	73%
		306	**217**	**523**	**59%**	**304**	**213**	**517**	**59%**
Faculty of Aviation and Aeronautical Sciences	Professor						1	1	0%
	Associate Professor		2	2	0%		2	2	0%
	Assistant Professor	3	5	8	38%	4	6	10	40%
	Lecturer	4	3	7	57%	3	3	6	50%
	Research Assistant	1	4	5	20%	1	4	5	20%
		8	**14**	**22**	**36%**	**8**	**16**	**24**	**33%**
Faculty of Law	Professor	1	1	2	50%	1	1	2	50%
	Associate Professor	1	1	2	50%	5		5	100%
	Assistant Professor	21	9	30	70%	16	8	24	67%
	Lecturer	1		1	100%	1		1	100%
	Research Assistant	10	9	19	53%	9	7	16	56%
	Visiting Professor	1		1	100%	1		1	100%
		35	**20**	**55**	**64%**	**33**	**16**	**49**	**67%**

		2024-2025				2025-2026			
Faculty	**Academic Title**	**Woman**	**Man**	**Total**	**Woman %**	**Woman**	**Man**	**Total**	**Woman %**
Faculty of Business	Professor	2	4	6	33%	5	5	10	50%
	Associate Professor	5	3	8	63%	5	3	8	63%
	Assistant Professor	14	18	32	44%	12	19	31	39%
	Lecturer	2	7	9	22%	2	5	7	29%
	Research Assistant	3	5	8	38%	3	5	8	38%
	Postdoctoral Researcher					2		2	100%
		26	**37**	**63**	**41%**	**29**	**37**	**66**	**44%**
Faculty of Architecture and Design	Professor	4	4	8	50%	5	3	8	63%
	Associate Professor	4	1	5	80%	6	1	7	86%
	Assistant Professor	26	7	33	79%	20	7	27	74%
	Lecturer	5	8	13	38%	5	8	13	38%
	Research Assistant	19	3	22	86%	16	3	19	84%
	Visiting Assistant Professor					2		2	100%
		58	**23**	**81**	**72%**	**54**	**22**	**76**	**71%**
Faculty of Engineering	Professor	6	24	30	20%	6	23	29	21%
	Associate Professor	7	12	19	37%	11	13	24	46%
	Assistant Professor	6	21	27	22%	2	19	21	10%
	Lecturer	3	7	10	30%	3	8	11	27%
	Research Assistant	5	9	14	36%	4	8	12	33%
	Postdoctoral Researcher	1	1	2	50%	2	3	5	40%
		28	**74**	**102**	**27%**	**28**	**74**	**102**	**27%**
Rectorate / Departments	Professor	1		1	100%	1		1	100%
	Assistant Professor	1		1	100%	1		1	100%
	Lecturer	1		1	100%				
		3	**0**	**3**	**100%**	**2**	**0**	**2**	**100%**
Faculty of Social Sciences	Professor	5	3	8	63%	5	3	8	63%
	Associate Professor	8	4	12	67%	10	5	15	67%
	Assistant Professor	12	7	19	63%	14	5	19	74%
	Lecturer	7	5	12	58%	10	5	15	67%
	Research Assistant	3	1	4	75%	2	1	3	67%
	Postdoctoral Researcher					3		3	100%
		35	**20**	**55**	**64%**	**44**	**19**	**63**	**70%**
Faculty of Applied Sciences	Professor	1		1	100%	2		2	100%
	Associate Professor	3		3	100%	4		4	100%
	Assistant Professor	4	2	6	67%	2	2	4	50%
	Lecturer		8	8	0%		8	8	0%
	Research Assistant	3	1	4	75%	3	1	4	75%
	Postdoctoral Researcher					1		1	100%
		11	**11**	**22**	**50%**	**12**	**11**	**23**	**52%**
School of Languages	Lecturer	102	18	120	85%	94	18	112	84%
		102	**18**	**120**	**85%**	**94**	**18**	**112**	**84%**

Calculated based on people who worked for at least 4 months in the relevant academic year.

Percentages of Recruited, Promoted and Departed Women (Faculty Members)

	Woman				Man				Total				Woman Ratio			
	New	Prom.	Dep.	Total	New	Prom.	Dep.	Total	New	Prom.	Dep.	Total	New	Prom.	Dep.	Total
2025/26	9	20	6	137	7	2	5	126	16	22	11	263	56%	91%	55%	52%
2024/25	12	7	7	135	12	9	9	128	24	16	16	263	50%	44%	44%	51%
2023/24	15	6	2	131	19	5	6	124	34	11	8	255	44%	55%	25%	51%
2022/23	18	4	7	123	7	5	16	121	25	9	23	244	72%	44%	30%	50%

Calculated based on faculty members who worked for at least 4 months in the relevant academic year.

New: Individuals who were not present in the previous academic year but are present in the relevant academic year

Promoted: Individuals whose title differs from the previous academic year

Departed: Individuals who were present in the relevant academic year but not in the following academic year

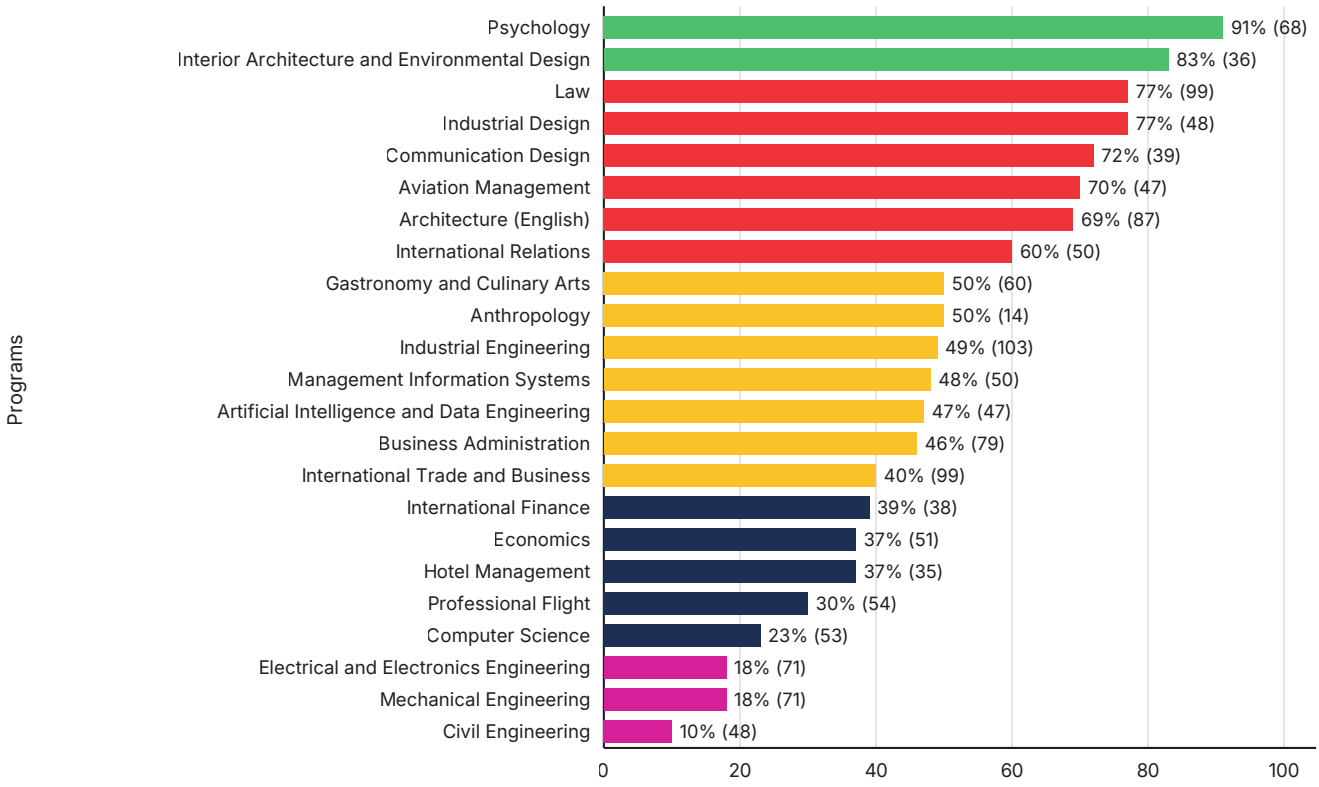
Newly Registered ÖSYS Enrolments (Woman Student Ratio - Undergraduate) (2025)

Faculty	Program	2024		2025	
		N	W %	N	W %
Faculty of Architecture and Design	Architecture (English)	75	71%	87	69%
	Architecture (Turkish)	35	83%	0	-
	Communication Design	33	67%	39	72%
	Industrial Design	40	88%	48	77%
	Interior Architecture and Environmental Design	39	90%	36	83%
Faculty of Aviation and Aeronautical Sciences	Aviation Management	47	51%	47	70%
	Professional Flight	55	38%	54	30%
Faculty of Business	Business Administration	72	49%	79	46%
	Economics	44	41%	51	37%
	Entrepreneurship	24	54%	0	-
	International Finance	35	40%	38	39%
	International Trade and Business	95	33%	99	40%
	Management Information Systems	44	34%	50	48%
Faculty of Engineering	Artificial Intelligence and Data Engineering	31	29%	47	47%
	Civil Engineering	48	29%	48	10%
	Computer Science	63	24%	53	23%
	Electrical and Electronics Engineering	63	21%	71	18%
	Industrial Engineering	108	53%	103	49%
	Mechanical Engineering	68	10%	71	18%
Faculty of Law	Law	100	84%	99	77%
Faculty of Social Sciences	Anthropology	17	65%	14	50%
	International Relations	47	66%	50	60%
	Psychology	77	92%	68	91%
Faculty of Applied Sciences	Gastronomy and Culinary Arts	60	40%	60	50%
	Hotel Management	24	21%	35	37%
	ÖzU Total	**1344**	**51%**	**1347**	**50%**

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

The Architecture (Turkish) and Entrepreneurship programs have been closed and did not admit students in 2025.

Newly Enrolled ÖSYS Admissions (Woman Student Ratio - Undergraduate) (2025)



% = percentage of women, (n) = number of new students in the program

Total Student ÖSYS Admissions (Woman Student Ratio - Undergraduate) (2025)

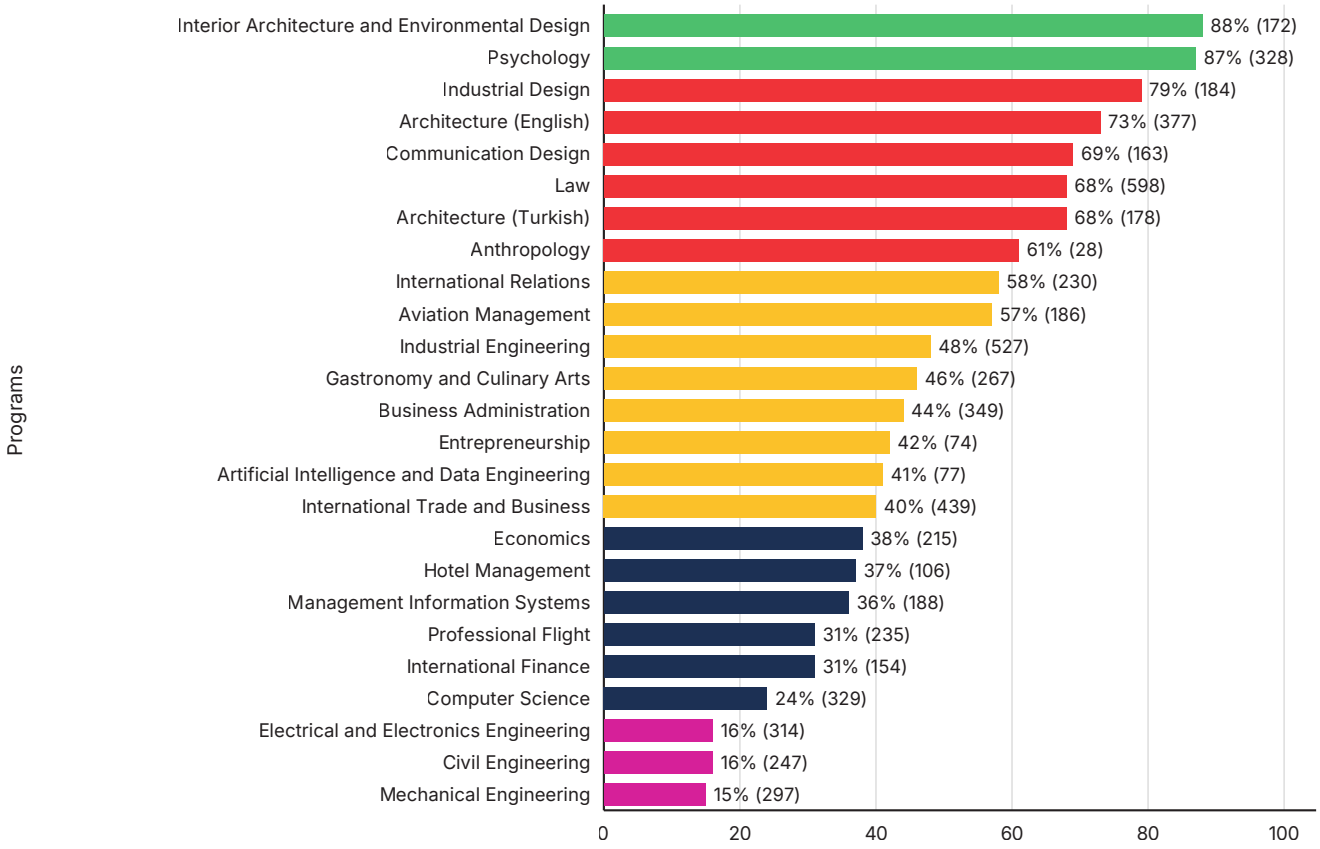
Faculty	Program	2024/25		2025/26	
		N	W %	N	W %
Faculty of Architecture and Design	Architecture (English)	357	75%	377	73%
	Architecture (Turkish)	249	68%	178	68%
	Communication Design	151	69%	163	69%
	Industrial Design	167	80%	184	79%
	Interior Architecture and Environmental Design	176	88%	172	88%
Faculty of Aviation and Aeronautical Sciences	Aviation Management	177	50%	186	57%
	Professional Flight	218	29%	235	31%
Faculty of Business	Business Administration	341	41%	349	44%
	Economics	198	37%	215	38%
	Entrepreneurship	95	37%	74	42%
	International Finance	138	29%	154	31%
	International Trade and Business	452	41%	439	40%
	Management Information Systems	170	31%	188	36%
Faculty of Engineering	Artificial Intelligence and Data Engineering	31	29%	77	41%
	Civil Engineering	250	19%	247	16%
	Computer Science	340	24%	329	24%
	Electrical and Electronics Engineering	296	15%	314	16%
	Industrial Engineering	566	48%	527	48%
	Mechanical Engineering	300	14%	297	15%
Faculty of Law	Law	691	66%	598	68%
Faculty of Social Sciences	Anthropology	17	65%	28	61%
	International Relations	224	62%	230	58%

Faculty	Program	2024/25		2025/26	
		N	W %	N	W %
	Psychology	349	84%	328	87%
Faculty of Applied Sciences	Gastronomy and Culinary Arts	275	47%	267	46%
	Hotel Management	96	39%	106	37%
	ÖzU Total	**6317**	**49%**	**6255**	**49%**

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 Registered ÖSYS Admissions (Woman Student Ratio - Undergraduate) (2025)



% = 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.

Newly Registered YDO Enrolments (Woman Student Ratio - Undergraduate) (2025)

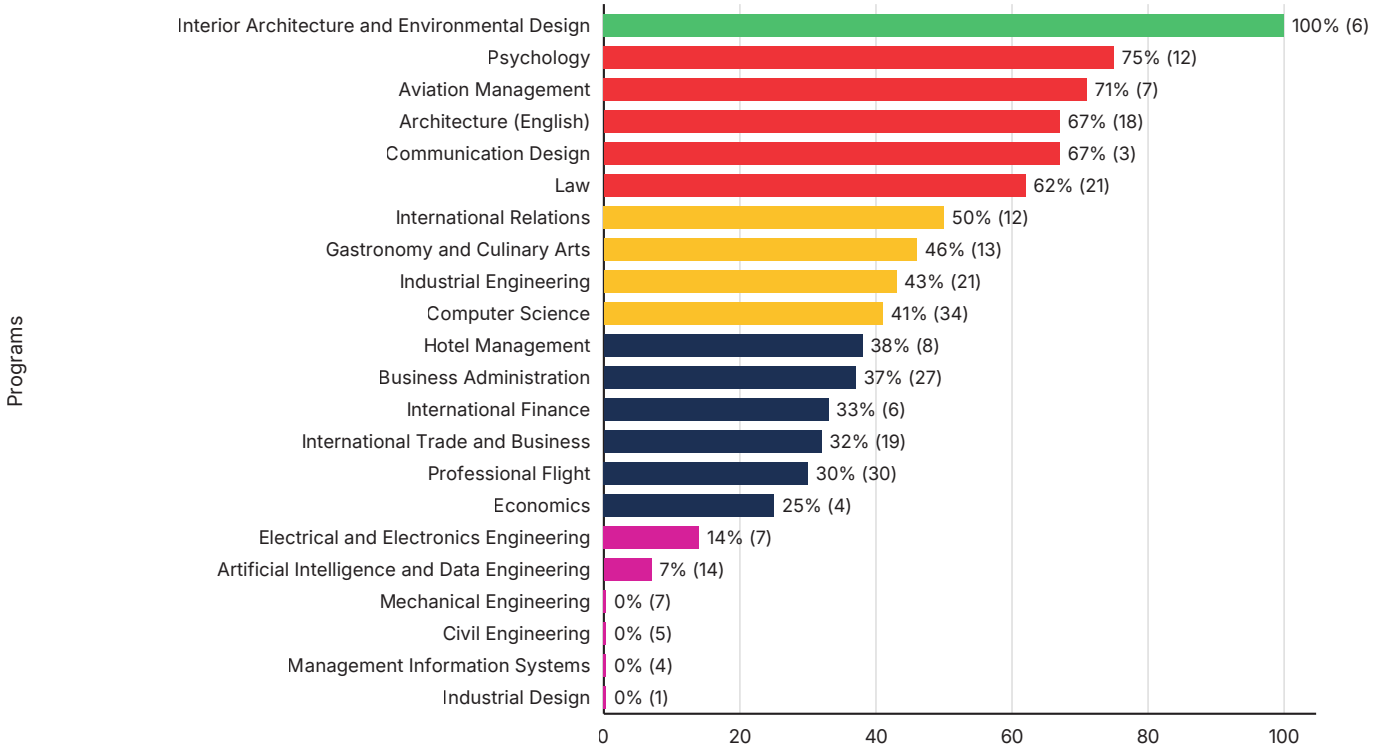
Faculty	Program	2024		2025	
		N	W %	N	W %
Faculty of Architecture and Design	Architecture (English)	26	58%	18	67%
	Architecture (Turkish)	9	44%	0	-
	Communication Design	6	100%	3	67%
	Industrial Design	2	50%	1	0%
	Interior Architecture and Environmental Design	12	83%	6	100%
Faculty of Aviation and Aeronautical Sciences	Aviation Management	7	29%	7	71%
	Professional Flight	23	17%	30	30%
Faculty of Business	Business Administration	54	35%	27	37%
	Economics	9	56%	4	25%

Faculty	Program	2024		2025	
		N	W %	N	W %
	Entrepreneurship	4	25%	0	-
	International Finance	10	30%	6	33%
	International Trade and Business	12	33%	19	32%
	Management Information Systems	5	40%	4	0%
Faculty of Engineering	Artificial Intelligence and Data Engineering	2	100%	14	7%
	Civil Engineering	2	50%	5	0%
	Computer Science	35	17%	34	41%
	Electrical and Electronics Engineering	3	0%	7	14%
	Industrial Engineering	24	38%	21	43%
	Mechanical Engineering	6	33%	7	0%
Faculty of Law	Law	19	68%	21	62%
Faculty of Social Sciences	International Relations	15	80%	12	50%
	Psychology	17	88%	12	75%
Faculty of Applied Sciences	Gastronomy and Culinary Arts	16	81%	13	46%
	Hotel Management	2	50%	8	38%
	ÖzU Total	**320**	**47%**	**279**	**41%**

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

The Architecture (Turkish) and Entrepreneurship programs have been closed and did not admit students in 2025.

Newly Enrolled YDO Admissions (Woman Student Ratio - Undergraduate) (2025)



% = percentage of women, (n) = number of new students in the program

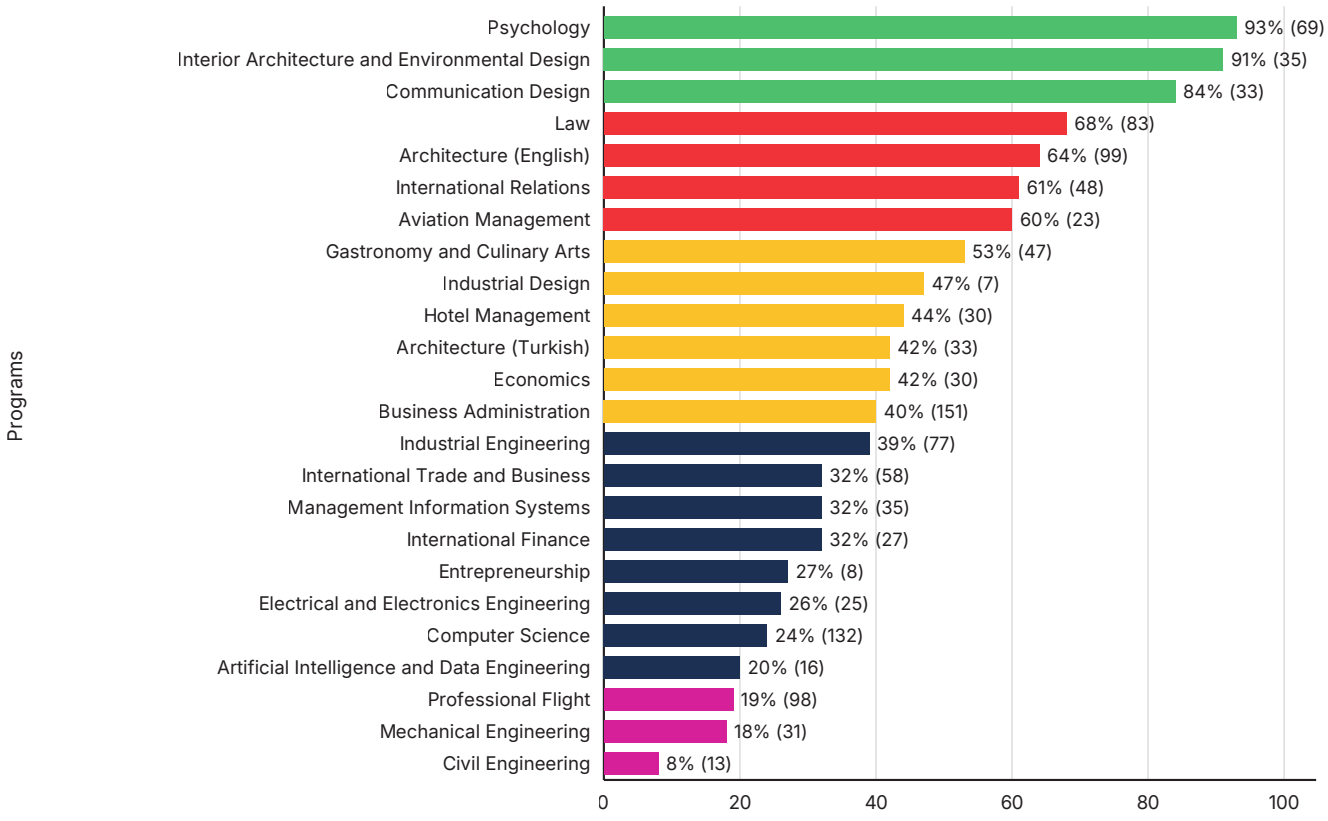
Total Student YDO Admissions (Woman Student Ratio - Undergraduate) (2025)

Faculty	Program	2024/25		2025/26	
		N	W %	N	W %
Faculty of Architecture and Design	Architecture (English)	115	60%	99	64%
	Architecture (Turkish)	41	41%	33	42%
	Communication Design	33	86%	33	84%
	Industrial Design	8	64%	7	47%
	Interior Architecture and Environmental Design	39	89%	35	91%
Faculty of Aviation and Aeronautical Sciences	Aviation Management	29	42%	23	60%
	Professional Flight	79	12%	98	19%
Faculty of Business	Business Administration	172	39%	151	40%
	Economics	37	37%	30	42%
	Entrepreneurship	12	29%	8	27%
	International Finance	27	33%	27	32%
	International Trade and Business	66	31%	58	32%
	Management Information Systems	39	34%	35	32%
Faculty of Engineering	Artificial Intelligence and Data Engineering	2	100%	16	20%
	Civil Engineering	20	19%	13	8%
	Computer Science	124	19%	132	24%
	Electrical and Electronics Engineering	29	14%	25	26%
	Industrial Engineering	70	37%	77	39%
	Mechanical Engineering	36	23%	31	18%
Faculty of Law	Law	70	71%	83	68%
Faculty of Social Sciences	International Relations	52	63%	48	61%
	Psychology	82	91%	69	93%
Faculty of Applied Sciences	Gastronomy and Culinary Arts	52	60%	47	53%
	Hotel Management	24	45%	30	44%
ÖzU Total		**1258**	**45%**	**1208**	**46%**

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 Registered YDO Admissions (Woman Student Ratio - Undergraduate) (2025)



% = 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 Women in Application and Admission (Program Level: Graduate) - (Graduate School of Science and Engineering) (2025)

			2024				2025			
Faculty	**Program**	**Thesis / Non-thesis**	**Application N**	**Application W %**	**Admission N**	**Admission W %**	**Application N**	**Application W %**	**Admission N**	**Admission W %**
Graduate School of Science and Engineering	**Architecture**	Thesis	16	50%	14	57%	37	65%	20	60%
	Artificial Intelligence	Thesis	73	26%	54	26%	162	22%	40	20%
	City and Architecture	Thesis	4	75%	0	-	0	-	0	-
	Civil Engineering	Non-thesis	1	0%	1	0%	0	-	0	-
		Thesis	31	19%	11	18%	59	24%	5	60%
	Computer Science	Non-thesis	17	35%	8	50%	2	0%	2	0%
		Thesis	61	20%	51	24%	154	20%	55	20%
	Data Science	Non-thesis	75	36%	66	36%	106	31%	46	30%
		Thesis	70	24%	57	26%	104	34%	45	33%
	Electrical and Electronics Engineering	Non-thesis	7	29%	5	40%	7	14%	7	14%
		Thesis	41	20%	36	19%	85	20%	42	17%
	Financial Engineering	Non-thesis	45	29%	28	29%	47	21%	34	18%
		Thesis	29	38%	13	46%	21	24%	9	44%
	Industrial Engineering	Non-thesis	8	38%	7	43%	4	0%	4	0%
		Thesis	37	32%	28	36%	57	35%	21	38%
	Mathematics	Thesis	8	25%	4	50%	18	17%	5	20%
	Mechanical Engineering	Non-thesis	4	25%	3	33%	6	17%	1	0%
		Thesis	30	13%	23	9%	48	19%	17	29%
	Physics	Thesis	6	17%	2	50%	0	-	0	-
		ÖzU Total	**563**	**28%**	**411**	**29%**	**917**	**26%**	**353**	**27%**

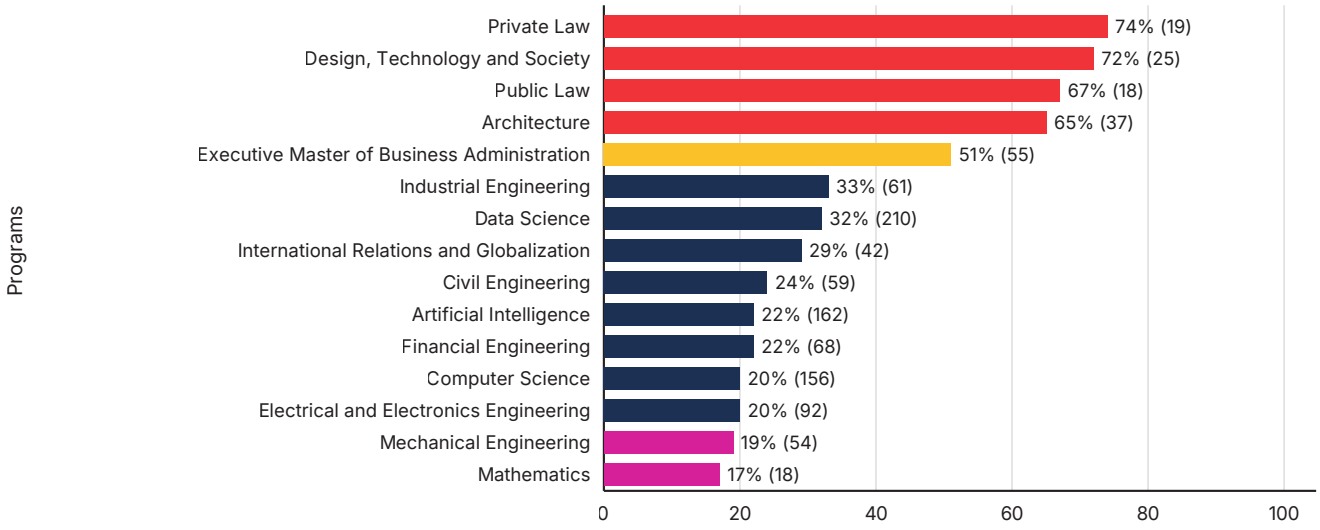
Highlighted values: number of admitted students > 7 and the absolute difference between applied W % and admitted W % is 4% or higher.

Ratio of Women in Application and Admission (Program Level: Graduate) - (Other Graduate Schools) (2025)

			2024				2025			
Faculty	**Program**	**Thesis / Non-thesis**	**Application N**	**Application W %**	**Admission N**	**Admission W %**	**Application N**	**Application W %**	**Admission N**	**Admission W %**
Graduate School of Business	Business Administration (Evening)	Non-thesis	107	41%	22	50%	0	-	0	-
	Executive Master of Business Administration	Non-thesis	52	42%	18	28%	55	51%	23	57%
Graduate School of Social Sciences	Design, Technology and Society	Thesis	11	55%	7	86%	25	72%	15	73%
	Industrial and Organizational Psychology	Thesis	8	88%	0	-	0	-	0	-
	International Relations and Globalization	Thesis	17	53%	7	57%	42	29%	11	64%
	Private Law	Non-thesis	3	100%	0	-	1	100%	1	100%
		Thesis	4	25%	0	-	18	72%	15	73%
	Psychology	Non-thesis	11	100%	6	100%	0	-	0	-
		Thesis	19	100%	11	100%	0	-	0	-
	Public Law	Non-thesis	3	67%	0	-	0	-	0	-
		Thesis	6	83%	0	-	18	67%	13	77%
		ÖzU Total	**241**	**54%**	**71**	**61%**	**159**	**53%**	**78**	**68%**

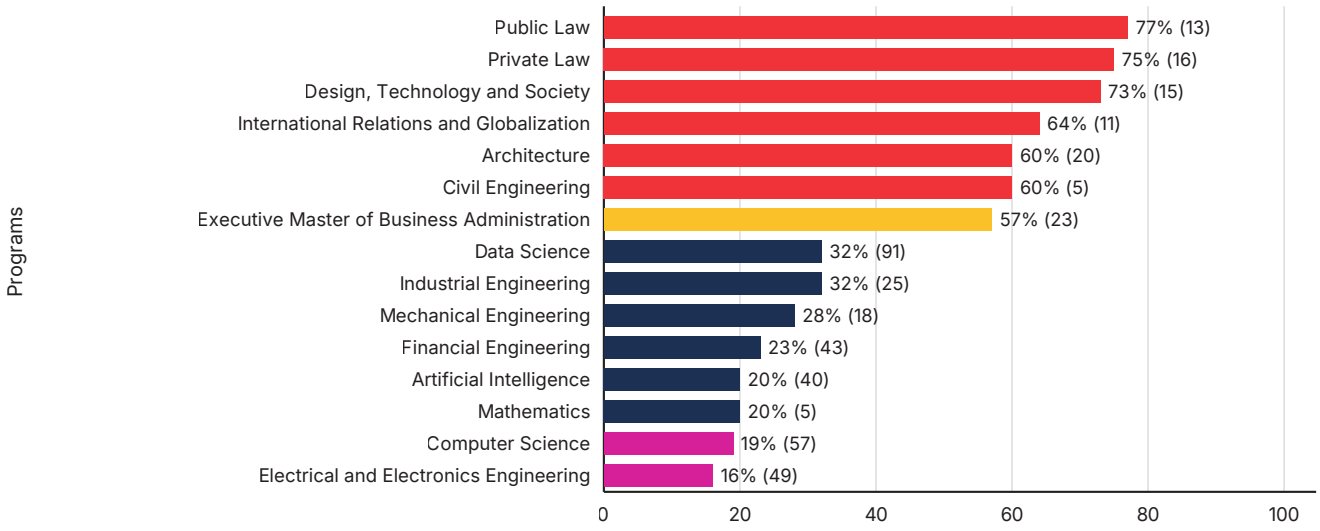
Highlighted values: number of admitted students > 7 and the absolute difference between applied W % and admitted W % is 4% or higher.

Application (Woman Student Ratio - Graduate) (2025)



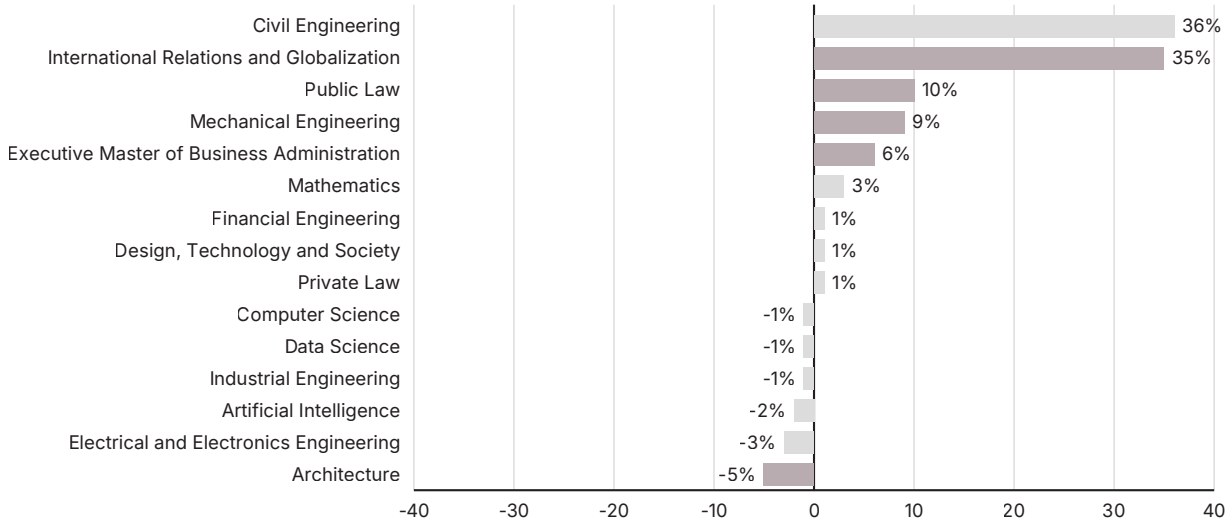
% = percentage of women, (n) = number of applicants to the program

Admission (Woman Student Ratio - Graduate) (2025)



% = percentage of women, (n) = number of students admitted to the program

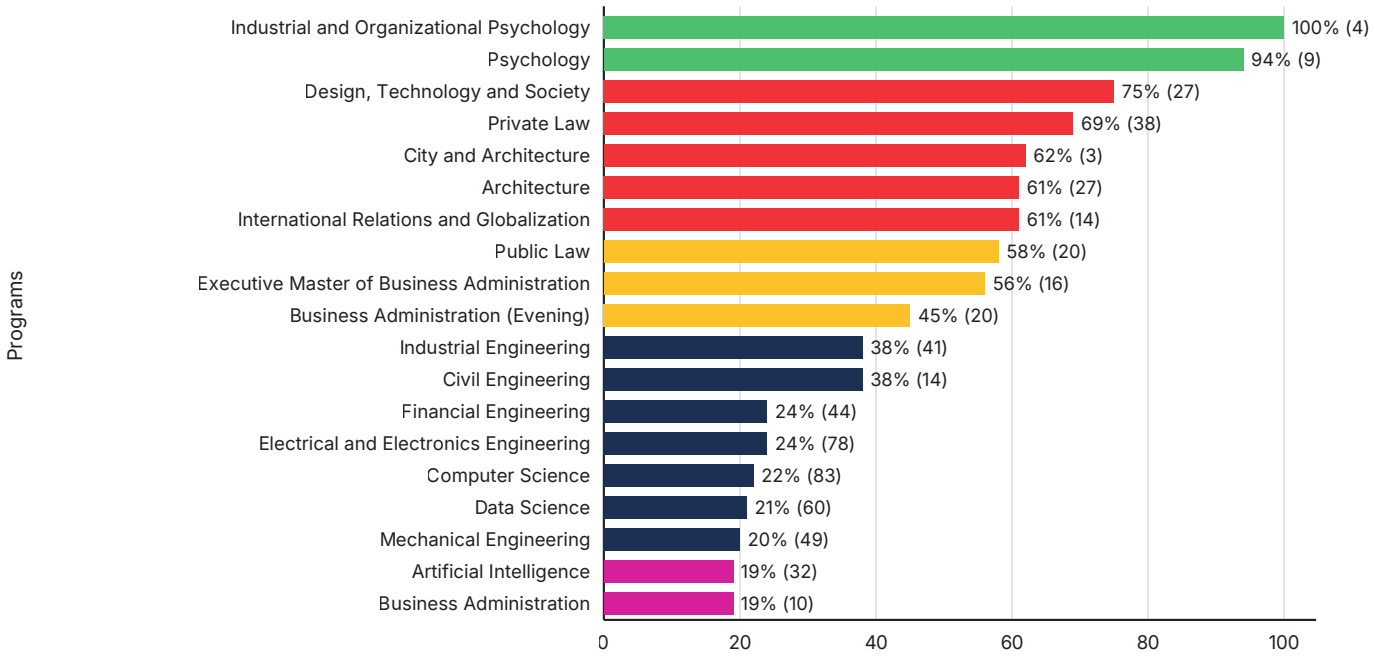
Application - Admission Difference (Woman Student Ratio - Graduate) (2025)



% represents the difference between the ratio of admitted women students and the ratio of women applicants (Admission W % − Application W %).

Dark highlighted bars: 1) number of admitted students is greater than 7 AND 2) the difference between the ratios of women applicants and admitted women is 4% or more.

Total Students (Woman Student Ratio - Graduate) (2025)



% = percentage of women, (n) = number of total students in the program

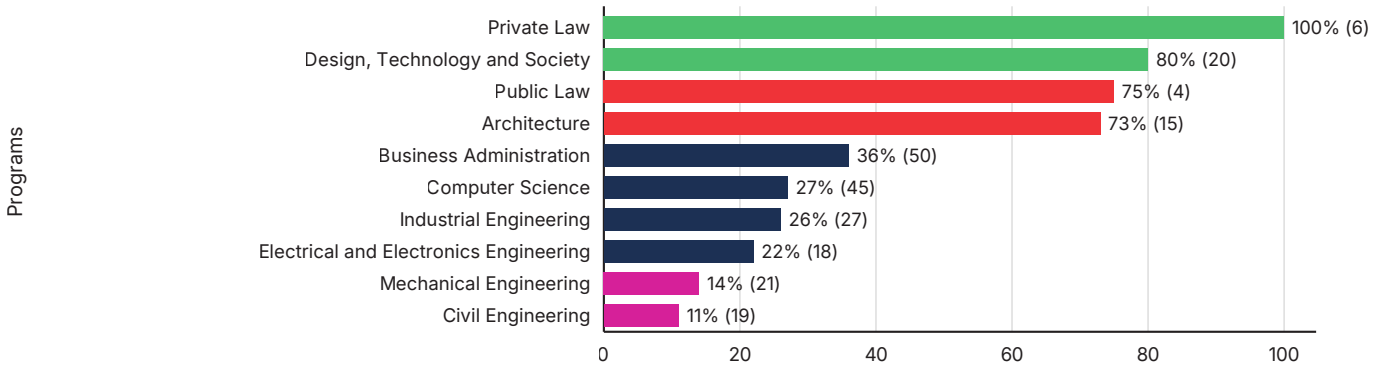
Students who are not registered and those who left the university permanently are excluded from total numbers.

Ratio of Women in Application and Admission (Doctorate Level) (2025)

		2024				2025			
Faculty	**Program**	**Application N**	**Application W %**	**Admission N**	**Admission W %**	**Application N**	**Application W %**	**Admission N**	**Admission W %**
Graduate School of Business	**Business Administration**	26	46%	8	25%	50	36%	10	40%
Graduate School of Science and Engineering	**Architecture**	13	69%	7	86%	15	73%	9	67%
	Civil Engineering	13	8%	4	0%	19	11%	2	0%
	Computer Science	20	35%	17	35%	45	27%	19	26%
	Electrical and Electronics Engineering	20	35%	18	39%	18	22%	4	0%
	Industrial Engineering	10	50%	8	50%	27	26%	13	8%
	Mechanical Engineering	14	29%	12	33%	21	14%	7	0%
Graduate School of Social Sciences	**Design, Technology and Society**	1	0%	0	-	20	80%	12	92%
	Private Law	3	67%	1	0%	6	100%	5	100%
	Public Law	0	-	0	-	4	75%	4	75%
	ÖzU Total	**120**	**39%**	**75**	**39%**	**225**	**36%**	**85**	**41%**

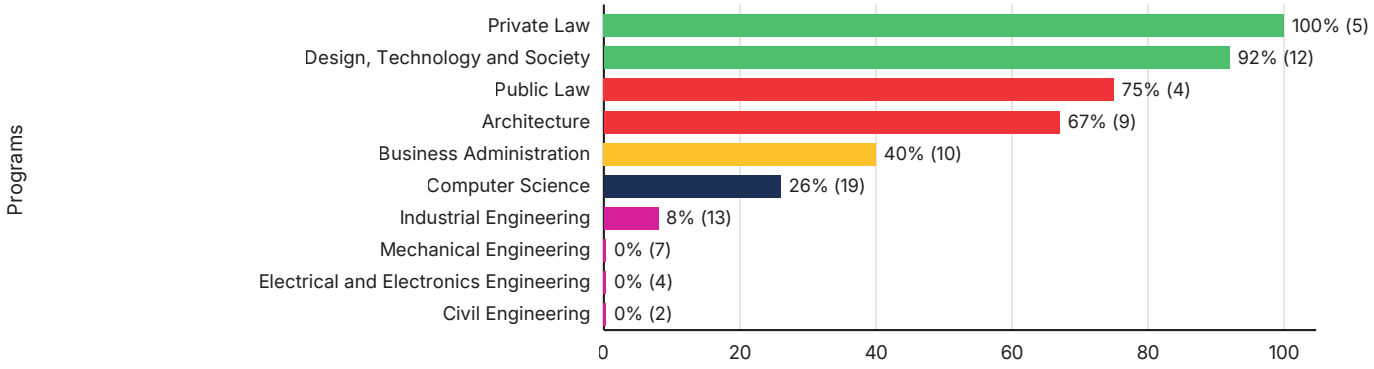
Highlighted values: number of admitted students > 7 and the absolute difference between applied W % and admitted W % is 4% or higher.

Application (Woman Student Ratio - PhD) (2025)



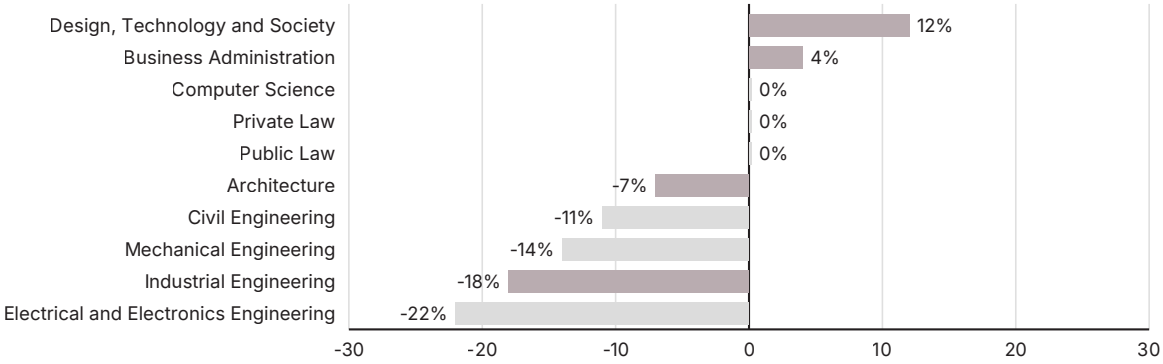
% = percentage of women, (n) = number of applicants to the program

Admission (Woman Student Ratio - PhD) (2025)



% = percentage of women, (n) = number of students admitted to the program

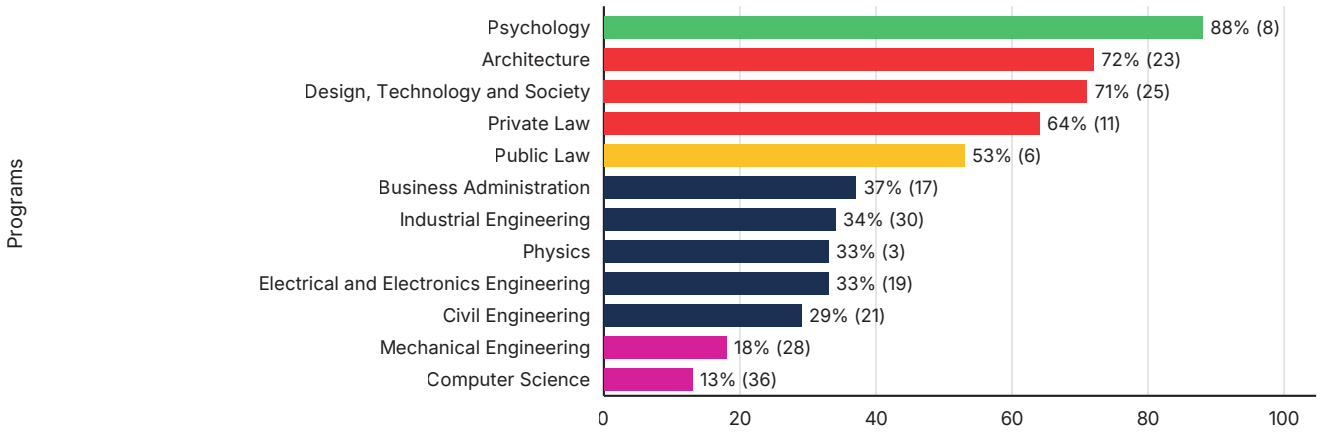
Application - Admission Difference (Woman Student Ratio - PhD) (2025)



% represents the difference between the ratio of admitted women students and the ratio of women applicants (Admission W % − Application W %).

Dark highlighted bars: 1) number of admitted students is greater than 7 AND 2) the difference between the ratios of women applicants and admitted women is 4% or more.

Total Students (Woman Student Ratio - PhD) (2025)



% = 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.

Employment Outcomes of 2025 Graduates

	Woman	Man	ÖzU Overall
Total number of graduates	633	610	1,243
Number of graduates reached	157	165	322
Reach rate	25%	27%	26%
Graduates with a full-time employment record	99	106	205
Full-time employment rate	63%	64%	64%
Graduates employed before graduation or within 12 months after	68	88	156
Rate of graduates employed before graduation or within 12 months after	43%	53%	48%
First full-time job found before graduation	62%	64%	63%
First full-time job found within 12 months after graduation	38%	36%	37%

Rates are calculated over the graduates reached. The first-job breakdown is given over graduates with an employment record.

Data are calculated based on graduates reached as of 4 November 2026.

2. 2025-2026 ÖzU Gender Equality Plan Activity Report

Key Area	Objective	Measures	Activities
Key Area 1: Governing Bodies and Decision Makers	1A. Establish structures to support gender equality	1. Establishment of a Gender Equality Office. This office will advise and guide academic administrative units and students on gender equality.	• The Office currently has one specialist. A detailed budget plan was prepared to support the Office's activities, and the budget for the 2026–2027 period was approved.
		2. Appointment of Gender Equality Experts to act as coordinators between the senior executive bodies and all university units.	• Four meetings were held with the Rectorate during the relevant academic term to coordinate the implementation of activities organized within our university.
		3. Start the process of establishing a unit to prevent discrimination, gender-based violence, sexual harassment and sexual assault, which will carry out activities for all members of the university, and write the policy document and directive of this unit.	• Following the establishment of the Unit for the Prevention of Discrimination and Violence (AŞÖB) on 11 March 2024, the relevant processes were transferred to this unit. Support was provided for the necessary activities in line with the unit's requests.
		4. All communication materials, texts and visuals inside and outside the university are created and regularly monitored with a gender equality perspective.	• A total of 10 visual and written materials were produced for events organized by the Office. Consultancy was provided to the Corporate Relations and Integrated Communications Unit on this matter.
		5. Assessment of physical spaces in terms of gender and reporting of recommendations for improvement based on these assessments.	• Reports were prepared on the assessment of physical spaces from a gender perspective and recommendations for improvement, including the enhancement of breastfeeding rooms, the provision of sanitary pad boxes, and the renaming of restrooms.
	1B. Promote gender equality in institutional culture, processes and practices	1. Regular collection of gender-disaggregated quantitative & qualitative data at the university, which is analyzed and reported to provide a snapshot of the state of the university in terms of gender equality. Incorporate these reports and the GEP into the programs of senior decision-making and governing bodies.	• Qualitative and quantitative gender-related data were collected by the Planning and Analysis Office. • The data collected annually were compiled into a report and shared with the Rectorate. • Efforts were initiated to collect new data disaggregated by gender.
		2. Hold regular meetings with senior managers to increase ownership and impact of the GEP and communicate the inclusive gender balance policy adopted by the organization.	• Informational meetings were held with six administrative units to support the implementation of the Gender Equality Plan. • Informational sessions on the Gender Equality Plan continued during meetings with academics from various faculties.
		3. Incorporate gender equality policies and practices into the quality assurance system.	• No activities were carried out in this area during the relevant academic term.
		4. Share the institutional gender equality policy with members of the university and the public through online and printed materials.	• The Office's existing website was updated to promote the dissemination of the Gender Equality Policy. Design work was subsequently carried out for the updated content. • The revised content was uploaded to the Office's website.
		5. Encourage senior managers and decision makers to attend seminars and trainings on gender equality.	• The online gender equality training course developed for all employees was launched.

Key Area	Objective	Measures	Activities
Key Area 2: Career Development	2A. Promote gender and gender-sensitive career development	1. Conduct empowerment activities for researchers in the early stages of their careers and organize training activities to increase the leadership skills of these academics.	• Consultation and guidance were provided to 19 researchers pursuing master's and doctoral degrees to strengthen their research activities.
		2. Provide training to support funding and grant applications of women researchers especially in STEM (Science, Technology, Engineering, Mathematics) fields.	• No targets were set under the Gender Equality Plan (GEP) for the relevant academic term.
		3. Share career stories of people who can be role models for women researchers working in all scientific fields.	• A role model initiative featuring leading female academics in their respective fields was carried out to promote gender equality in scientific fields and provide role models for women researchers.
	2B. Develop sensitivity and awareness on gender equality	1. Implement training to increase sensitivity and awareness among academic and administrative staff on gender equality.	• The Basic Online Gender Equality Training was made a mandatory institutional training program. • Empowering self-defense training was provided to female academic and administrative staff, with a focus on gender equality.
		2. Organize and/or support activities to raise awareness of academic and administrative staff on gender equality.	• A webinar on care work titled "Invisible Work: The Emotional and Mental Load at Home" was organized by Dr. Hilal Kuşçul, faculty member at the University of Connecticut, and our specialist Arca Begüm Bayır. • At the Özyeğin University Artificial Intelligence Platform, our specialist Arca Begüm Bayır moderated a panel on Gender, Ethics and Artificial Intelligence with Dr. Saniye Gülser Corat and Assoc. Prof. Dr. Berna Zengin. • Collaborative work on women and entrepreneurship was carried out with the Faculty of Business. • Content development was carried out for the Employee Development Program to be implemented for administrative staff.
		3. Production of printed materials for academic and administrative staff to raise their awareness on gender equality.	• The awareness-raising materials developed through the Basic Online Gender Equality Training were disseminated alongside the training content.
Key Area	**Objective**	**Measures**	**Activities**
Key Area 3: Recruitment and Work-Personal Life Integration	3A. Develop gender-sensitive processes in recruitment, career progression and appointments	1. Collect gender-based quantitative and qualitative data on issues such as number of employees, promotion and appointment. The data collected will be reported and shared to improve the processes of the relevant units.	• Qualitative and quantitative gender-related data were collected by the Planning and Analysis Office. The collected data were compiled into a report and shared with the Rectorate. • Institutional data were updated and expanded in areas including gender representation in management structures, internal employee satisfaction surveys, and employment rates
		2. Prepare a questionnaire for academic or administrative staff who leave the university in order to learn and analyze the reasons for their departure. Reporting the results to senior managers.	• The reasons for staff departures from the university are collected through a survey.
	3B. Integration of work and personal life	1. Gender Equality Office monitors issues related to work- personal life integration.	• Monitoring efforts to ensure the continuity of existing policies continued.
		2. Analyze the services and arrangements for work-personal life integration at the University to assess whether they are adequate and to ensure that they are improved where necessary.	• An analysis was conducted to assess the adequacy of existing initiatives and identify additional measures that need to be implemented.

Key Area	Objective	Measures	Activities
		3. Structural support for academic and administrative staff in areas such as childcare and/or care for family members with special needs.	• Monitoring was conducted to assess the current status of structural support measures provided to academic and administrative staff in the previous year.
		4. Consideration of arrangements for flexible working hours, such as part-time and remote working.	• Monitoring was conducted to assess the current status of structural support measures provided to academic and administrative staff in the previous year.
Key Area	**Objective**	**Measures**	**Activities**
Key Area 4: Research and Researchers	4A. Considering gender and gender perspective in research processes	1. Gender disaggregation and analysis of all data on activities, such as funds applied for and received, publications, excellence evaluation and patent applications.	• The relevant data are collected by the Technology Transfer Office for internal reporting purposes and are not included in other reports.
		2. Encourage gender disaggregation of research data, where possible and relevant.	• No targets were set under the Gender Equality Plan (GEP) for the relevant academic term.
		3. Raise awareness among researchers about the extent to which gender-related issues may be relevant to the purpose and scope of projects planned or carried out at the university.	• Consultancy was provided to 15 stakeholders on integrating a gender equality perspective into projects planned or implemented within the university.
		4. Encourage the inclusion of a gender dimension in research activities.	• No targets were set under the Gender Equality Plan (GEP) for the relevant academic term.
		5. Facilitate communication among researchers who are interested in gender issues in order to enable multidisciplinary and interdisciplinary work.	• Consultancy was provided to 10 academics conducting research on gender-related issues.
		6. Possible and relevant, encourage the consideration of sex/gender factors in the planning, implementation and evaluation of the results of research activities.	• No targets were set under the Gender Equality Plan (GEP) for the relevant academic term.
Key Area	**Objective**	**Measures**	**Activities**
Key Area 5: Curriculum	5A. Including sex and gender dimensions into the curriculum	1. Preparation of guidelines and organization of activities to ensure that gender is taken into account and included in the design of teaching activities and materials.	• No targets were set under the Gender Equality Plan (GEP) for the relevant academic term.
		2. Encourage the inclusion of gender issues in the curriculum.	• Information on the subject was provided during meetings with academics from various faculties.
		3. Encourage the creation of courses that aim to increase gender equality sensitivity among students.	• Meetings were held with the Learning and Teaching Office to discuss the development of courses aimed at raising students' awareness of gender equality.
Key Area	**Objective**	**Measures**	**Activities**
Key Area 6: Students	6A. Raising students' awareness of gender equality	1. Encourage student clubs to organize gender-related activities in their fields of activity.	• A strategy was developed to establish collaborations with student clubs. • As part of this initiative, student clubs operating within the university were contacted. • A total of 37 gender equality-related events were organized by student clubs.

Key Area	Objective	Measures	Activities
		2. Implement trainings to raise awareness and sensitivity among students on gender equality.	• The Basic Online Gender Equality Training was finalized. Making the training mandatory for all students was established as a target. • As part of the Women's Leadership Program, a monitoring study was conducted and the needs and expectations of female students regarding working life were identified. • In this context, work began on a comprehensive program including mentoring, internships, Erasmus mobility and workshops.
		3. Organize and/or support activities to raise students' awareness on gender equality.	• An Equality Ambassadors program was established for students. As part of this initiative, four Equality Gatherings were held. • As part of the Women's Leadership Program, a monitoring study was conducted and the needs and expectations of female students regarding working life were identified. • In this context, work began on a comprehensive program including mentoring, internships, Erasmus mobility and workshops.
		4. Production of printed materials for students to raise their awareness on gender equality.	• Gender equality awareness materials were disseminated alongside the Basic Online Gender Equality Training. • A section introducing ÖzÜ Gender Office and its activities was revised for inclusion in the guide prepared by the Dean of Students for incoming students.
	6B. Engage students in knowledge production in the field of gender	1. Share career stories of people who can be role models for women students in all scientific fields.	• Organized a talk for female students featuring Dr. Saniye Gülser Corat, who shared her career journey as a role model in the STEM fields.
		2. Encourage the involvement of students in projects and research conducted at the University on gender related issues.	• There are no targets under the Gender Equality Plan (GEP) for the relevant academic term.
		3. Encourage students to produce projects and research on gender-related issues.	• No targets have been set under the Gender Equality Plan (GEP) for the relevant academic term.

Key Area	Objective	Measures	Activities
Key Area 7: Knowledge Transfer for Gender Equality	7A. Collecting, disseminating and transforming knowledge on gender equality	1. Make the activities carried out in the field of gender equality and within the scope of GEP visible through public reports and sharing these reports with external stakeholders to set a good example.	• Activities organized by the Office were regularly shared on the Office's website and social media channels.
		2. Establish the ÖzU Gender Audit program and support external stakeholders to evaluate their gender equality capacities in this context.	• Following the transfer of the expert responsible for this initiative to the Social Sustainability team, the initiative was transferred to that team.
		3. Support external stakeholders to develop gender equality plans and/or trainings, with the support of internal stakeholders.	• Provided consultancy to Anadolu Isuzu Group on the process of establishing breastfeeding rooms for mothers. • An article written by Arca Begüm Bayır, an expert from our team, was published as part of the Orange Writings series organized by KOÇ-KAM (Koç University Research Center for Gender and Women's Studies) on the occasion of 25 November, the International Day for the Elimination of Violence Against Women. • Attended the thematic reporting meeting organized by CEİD (Gender Equality Monitoring Association). • Collaborated with AÇEV – Eşitliğe Değer on the İşin İçinde Podcast project, which brought together 11 experts to discuss strengthening women's participation in working life. • Participated in the project meeting of the Care Work-Friendly Organizations Network to provide feedback and recommendations. • Organized a role model initiative for female students in collaboration with Turkishe during the week of International Women's Day on 8 March.

Key Area	Objective	Measures	Activities
			• Organized an empowering self-defense workshop in collaboration with the Women's Self-Defense Association, attended by 32 female employees. • Attended a webinar on women on corporate boards, focusing on Japan and Türkiye. • Arca Begüm Bayır, an expert from our team, participated as a panelist in the Law and Violence panel organized by Gelişim University. • Attended the CTS meeting at Başkent University. • Participated as a mentor in a project organized by Turkishe and Genwise to support young women's entry into the workforce.
		4. Production and delivery of support programs to strengthen the gender equality capacities of external stakeholders.	• Provided consultancy on the development of a panel titled Women in Technology, to be organized by Protel and the Women in Technology Association. Assoc. Prof. Dr. Berna Zengin, a faculty member in the Department of Anthropology, participated as a speaker. • Attended the Single Mothers and the Business World workshop, organized in collaboration with the Single Mothers Association and Fenerbahçe University. • Attended a webinar organized by CEİD (Gender Equality Monitoring Association) on women's employment in STEM fields. • Collaborated with AÇEV – Eşitliğe Değer on an e-learning project aimed at strengthening women's employment. • Arca Begüm Bayır, an expert from our team, participated as a panelist in two panels organized by IFC focusing on supporting young women in employment processes. • Attended an event organized by the Consulate General of the Netherlands and Koç University in connection with the International Day for the Elimination of Violence Against Women on 25 November. • Attended the Feminist Exchanges (Feminist Paylaşımlar) conference organized by the Women's Human Rights Association. • Provided consultancy to the Istanbul External Monitoring Committee of CEİD (Gender Equality Monitoring Association). • Held discussions with TurkishWIN regarding potential collaborations to strengthen young women's participation in employment. • Supported the expansion of the women's empowerment program implemented by Eşitliğe Değer among young women at universities. • Initiated project development with the University of Padua in Italy, focusing on women's right to travel. Two faculty members from our university were also involved in the process. • Collaborated with Grafton on initiatives aimed at empowering women in professional life.
		5. Development,implementation and dissemination of innovative methods for enhancing gender equality capacity in participatory and transformative forms.	• Participated in the IFC (International Finance Corporation) Gender Network meeting, where the Gender Equality Plan was presented and participants shared insights into new practices and initiatives. • Attended the 11th Women Directors Conference. • Held a meeting with Azerbaijan-based FemAct Association, focusing on gender equality. Existing processes were presented, and potential areas for collaboration were discussed. • Attended a panel organized by TÜSİAD focusing on care work and its relationship with the business world. • Participated as a mentor in the Women Moving Forward (Geleceğe İlerleyen Kadınlar) program, organized by Turkishe. • Organized a program in collaboration with Bir Adım Var Foundation to empower young women in professional life. The program included various training sessions and a mentoring initiative. • Attended two meetings organized by Lead Network, a prominent association focusing on women in business and leadership. • Participated in Story Harvest (Hikâye Hasadı), a gender equality-focused initiative organized by TurkishWIN. • Moderated a panel titled Gender, Ethics, and Artificial Intelligence at Özyeğin University's Artificial Intelligence Platform. The panel featured experts Arca Begüm Bayır, Dr. Gülser Saniye Corat, and Assoc. Prof. Dr. Berna Zengin. • Attended the Social Impact Summit.

Key Area	Objective	Measures	Activities
			• Provided consultancy on the content of the upcoming Women in Business Summit to be organized by PWN. • Discussed potential areas of collaboration with Marsh McLennan regarding initiatives focused on women and leadership.




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