



TOBB ETÜ

GENDER EQUALITY PLAN

1. Sustainable Development Goals (SDG)

17 goals have been determined by the United Nations to be achieved in 2030. In line with these goals, it is aimed to end poverty, protect the environment, take measures against the climate crisis, share welfare fairly and ensure peace.

At TOBB ETÜ, studies are carried out on 4 basic goals in order to eliminate all kinds of discrimination and disadvantage in the fields of education, management, business and career, academic life as well as research and development. The Gender Equality Plan has been prepared to meet SDG-4 “Quality Education”, SDG-5 “Gender Equality”, SDG-8 “Decent Work and Economic Growth” and SDG-10 “Reducing Inequality”.



2. Gender Equality

Gender equality; It is a fundamental right that should be provided equally to everyone, regardless of religion, language, race or gender. On the other hand, discrimination and injustice based on gender still appear as a problem that needs to be solved today. Many studies are carried out to create equal opportunities in education and business life, especially for women and girls. Ensuring gender equality is gaining more and more importance in line with the “United Nations Convention on the Elimination of All Forms of Discrimination against Women (UN CEDAW) and the United Nations Sustainable Development Goals (UN SDG) Goal 5- Gender Equality, to which our country is also a party.



3. Gender Equality at TOBB ETÜ

TOBB ETÜ supports equality in education and business life since its establishment, regardless of religion, language, race or gender. A lot of work and planning is carried out to prevent discrimination based on gender and to provide equality of opportunity. As a university having adopted the United Nations Sustainable Development Goals as guidelines in educational opportunities it offers as well as administrative and academic working conditions, TOBB ETÜ carries its position further every day. With these parameters, such as distribution statistics for male and female students, the number of women in administration, equal pay policy, etc. both control is provided and more efficient targets are set.



4. Fundamental Goals-1

1. Management&Institution (SDG 5 and SDG 10)

- 1.1 Information and Dissemination Activities for Internal and External Stakeholders
- 1.2 Determination of Gender Equality Officer in Senior Management
- 1.3 Producing Reports and Plans for Gender Equality
- 1.4 Conducting Qualitative and Quantitative Analysis for Gender Equality
- 1.5 Integrating All Equality-Based Policies into the Quality Assurance System

2. Work and Career Environment (SDG 5 and SDG 8)

- 3.1 Observing Gender Equality and Distribution in Recruitment and Promotion Processes
- 3.2 Equal Pay for Equal Work Policy
- 3.3 Work-Private Life Balance Studies
- 3.4 Identification of Development Areas with Exit Interview

4. Fundamental Goals-2

3. Research and Development Environment (SDG 5 and SDG 10)

3.1 Determining Measurable and Evaluable Gender Equality Policies

3.2 Establishing an Incentive Mechanism for Gender Equality in Research

3.3 Conducting Interdisciplinary Gender Equality Studies

3.4 Gender-Based Data Analysis in Fields such as Funds, Publications, Patents etc.

4. Education (SDG 5 and SDG 4)

4.1 Regularly Conducting Awareness Work for Students

4.2 Including Gender Equality in Course Monitoring Forms and Curriculum Studies

4.3 Opening Elective Courses in the Field of Gender Equality

4.4 Scholarship and Accommodation within the Scope of Equal Opportunity in Education

5. Performance Indicators

1. Number of Works Conducted on Awareness in Digital Media
2. Number of Works Conducted on Awareness in Printed Media
3. Number of Reports and Plans Published for Internal and External Stakeholders
4. Number of Trainings and Seminars Organized within the Scope of Awareness Work
5. Ratio of Administrative Female Staff
6. Ratio of Female Academics
7. Ratio of Women in Management
8. Ratio of Women Playing a Role in Senior Management and Decision Mechanisms
9. Ratio of Women in Department Head/Dean/Institute Head etc. Roles
10. Female/Male Wage Distribution
11. Female/Male Promotion Ratio Analysis
12. Gender Analysis in the Distribution of Funds/Budgets/Patents in the Field of Research and Development
13. Ratio of Gender Equality in Supported Initiatives
14. Female/Male Ratio Analysis in Scholarships and Accommodation Opportunities Provided to Students
15. Number of Courses Opened/Included in the Curriculum within the Scope of Sustainable Development Goals

Goal	Related SDG		Target Audience	Secondary Target Audience	Related Dept.
Management & Institution	SDG 5	SDG 10	Academic and Administrative Staff	All University	Rector's Office HR Strategy P. Office Inst. Relations Dep.
Work & Career	SDG 5	SDG 8	Academic and Administrative Staff	All University	HR
R&D	SDG 5	SDG 10	Academic Staff	PhD and Ms Students	TTO
Education	SDG 5	SDG 4	All Students	Academic Staff	Curriculum Commission



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