



SDG5 - GENDER EQUALITY

Sustainable Development Goals concerning Gender Equality represents the United Nations' aims to end all forms of discrimination against women and girls worldwide and to eliminate harmful practices such as child, early, and forced marriage, as well as female genital mutilation. In line with this goal, a primary priority is the prevention of all types of violence and exploitation, including human trafficking, in both public and private spheres, while recognizing unpaid care and domestic work through social protection policies to encourage shared responsibility within the household. By 2030, the target is to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and social life. Furthermore, the goal seeks to guarantee universal access to sexual and reproductive health rights, implement reforms that give women equal rights to economic resources, property ownership, and financial services, and enforce inclusive legislation and policies that strengthen gender equality across all sectors.

Within this context, Üsküdar University's activities related to the SDG5 are provided below.

5.2 Proportion of first-generation female students

5.2.5 Number of students: 15.958

5.2.3 Number of students starting a degree: 4.242

5.2.4 Number of first-generation students starting a degree: 2.118

5.2.1 Number of women starting a degree: 2.900

5.2.2 Number of first-generation women starting a degree: 1.615

5.3 Student access measures

5.3.1 Does your university as a body systematically measure/track women's application rate and acceptance or entry rate?

We gather data from the Student Affairs Department every year to measure women's application and acceptance rates. We utilize this data to update the Üsküdar University Women's Access to Education Tracking Chart. Since last year, we have had data on the number of first-generation students and the distribution of students starting a degree in STEM, medicine, and arts and humanities/social sciences. The chart is updated annually to reflect the rates from previous years, supporting Üsküdar University's commitment to transparency for the public and the initiatives outlined in the gender equality action plan. This chart serves as a regular monitor of women's access to education, aligning with the objectives outlined in Üsküdar University's Gender Equality Action Plan (2022-2026).

Link: <https://uskudar.edu.tr/en/uscozum/access-to-education>

5.3.2 Does your university as a body have a policy (e.g. an Access and Participation plan) addressing women's applications, acceptance/entry, and participation at the university?

The gender equality policy of Üsküdar University is articulated in the university's Gender Equality Action Plan (GEAP), which seeks to identify and address the disadvantaged positions of women in society. The GEAP aims to ensure all genders have equal rights and opportunities while combating discrimination. Its scope encompasses the university's students, academic staff, and all employees, alongside initiatives to raise societal awareness and conduct R&D activities. To support this aim, the Üsküdar University Women's Access to Education Tracking Chart allows us to observe the rates of female students starting a degree in various areas and plan action accordingly. The university also has a



directive on preventing harassment and discrimination to ensure women's safe and equitable education. Besides the university's action plan, the “Quotas for Women Over 34” project by the Council of Higher Education supports enhancing women's access to higher education.

Link: [Üsküdar University Gender Equality Action Plan.pdf](#)

Policy created (yyyy): 2022. The Üsküdar University Gender Equality Action Plan was published in 2022.

Policy reviewed (yyyy): 2024. The Üsküdar University Gender Equality Action Plan is implemented each year with the activities of academic and administrative units.

5.3.3 Does your university as a body provide women's access schemes (e.g. mentoring, scholarships, or other provisions)?

This report presents information about Üsküdar University's women's access schemes. The content focuses on the institutional and collaborative provisions regarding mentoring, scholarships, funds, and internships. The mentoring schemes include academic events and talks that address the needs of students and aim to raise awareness about gender equality, undergraduate graduation projects, graduate theses, and collaborative events that encourage students to improve themselves in non-academic sectors. The report is prepared, reviewed, and uploaded to the website of ÜSÇÖZÜM (Solution-Oriented Women's Issues Application and Research Center) each year. Other related information is presented in questions 5.3.4 and 5.6.6.

Link: [Report: Mentoring, Supporting Access, and Other Provisions.pdf](#)

5.3.4 Does your university as a body encourage applications by women in subjects where they are underrepresented?

The information presented in the report complements the previous question and focuses on the achievements of women and the university's support in fields where women are underrepresented. The content is divided into two parts, in which women students and staff are presented with their awards, research and development activities, and achievements related to sports for the 2024-2025 academic year. This report is prepared and uploaded to ÜSÇÖZÜM's website as well.

Link: [Report: Prominent Examples of Üsküdar University's Encouraging Activities in the Fields Where Women Are Underrepresented.pdf](#)

5.4 Proportion of senior female academics

5.4.4 Number of employees: 1286

5.4.3 Number of academic staff: 646

5.4.1 Number of senior academic staff: 293

5.4.2 Number of female senior academic staff: 137

5.5 Proportion of women receiving degrees

5.5.1 Number of graduates: Total: 3900

5.5.1.4 Number of graduates by subject area (STEM, Medicine, Arts&Humanities/Social Sciences): Total: 3842



5.5.1.1 Number of graduates: STEM: 1058

5.5.1.2 Number of graduates: Medicine: 1487

5.5.1.3 Number of graduates: Arts & Humanities / Social Sciences: 1297

5.5.2.4 Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total: 2688

5.5.2.1 Number of female graduates: STEM: 511

5.5.2.2 Number of female graduates: Medicine: 1209

5.5.2.3 Number of female graduates: Arts & Humanities / Social Sciences: 968

5.6 Women's progress measures

5.6.1 Does your university as a body have a policy of non-discrimination against women?

Üsküdar University has adopted a comprehensive directive to prevent harassment and discrimination across its academic and professional community. The directive enforces a zero-tolerance policy toward sexual harassment, psychological pressure, and discrimination, ensuring victim protection, confidentiality, and effective complaint procedures. It aims to create a safe and equitable environment, particularly for women, while promoting gender equality through awareness and training programs. A dedicated commission investigates reported cases and takes appropriate action. The university's "Solution Center" provides a confidential platform for students and employees to report incidents easily (<https://cozum.uskudar.edu.tr>). Üsküdar University also reaffirms its commitment to gender equality by endorsing the UN's Women's Empowerment Principles (WEPs). <https://uskudar.edu.tr/en/new/full-support-from-uskudar-university-to-the-un-in-coping-with-social-discrimination/6445>

Link 1: <https://cozum.uskudar.edu.tr>

Link 2: <https://uskudar.edu.tr/en/new/full-support-from-uskudar-university-to-the-un-in-coping-with-social-discrimination/6445>

Link 3: [Harassment and Discrimination Prevention Directive.pdf](#)

Policy created (yyyy): 2017. The Directive on Preventing Harassment and Discrimination was created in 2017.

Policy reviewed (yyyy): 2020. The Directive on Preventing Harassment and Discrimination was updated in 2020.

5.6.2 Does your university as a body have a policy of non-discrimination for transgender people?

The Solution-Oriented Women's Problems Research and Application Center (ÜSÇÖZÜM) specifically addresses transgender rights in its main field of activities. One of the center's objectives is "to evaluate and provide assistance to lesbian, gay, bisexual, and transgender (LGBT) people as individuals, regardless of their sexual orientation, in cases where they pose a problem for the mental health of communities and individuals." The center expanded its main field of activities in 2023 to include publishing academic articles on this issue. Academic events, seminars, research, and publications discuss gender equality throughout the academic year. Courses such as Media and Gender discuss queer theories; faculty members publish essays (e.g., <https://cstonline.net/the-intimacy-revolution-heartstopper-and-its-impact-on-queer-storytelling-by-enes-akdag/>); and graduate students' research in



this area is supervised by advisors (e.g., <https://tez.yok.gov.tr/UlusalTezMerkezi/tezSorguSonucYeni.jsp>).

Link 1: <https://cstonline.net/the-intimacy-revolution-heartstopper-and-its-impact-on-queer-storytelling-by-enes-akdag/>

Link 2: <https://tez.yok.gov.tr/UlusalTezMerkezi/tezSorguSonucYeni.jsp>

Link 3: <https://uskudar.edu.tr/uscozum>

Policy created (yyyy): 2016. The policy, which is a part of ÜSÇÖZÜM's main objectives, was first established in 2016.

Policy reviewed (yyyy): 2024. The Solution-Oriented Women's Problems Research and Application Center (ÜSÇÖZÜM) updated its main field of activities in 2023 to include publishing academic articles on LGBT issues. Each year, new academic activities are planned according to the objectives.

5.6.3 Does your university as a body have a maternity policy that support women's participation?

The National Labor Law No. 4857 outlines the official regulations for paid and unpaid maternity leave and breastfeeding leave that are mandatory for all institutions governed by this law. Turkish legislation includes regulations from the Ministry of Labor and Social Security regarding part-time work after maternity leave or unpaid leave. Employees are entitled to 16 weeks of paid maternity leave, breastfeeding leave (1.5 hours daily), part-time working, and the possibility of 6 months of unpaid leave. Üsküdar University's maternity policy is based on these regulations. The HR department advises all employees regarding the rights related to this issue when necessary. The Ministry's booklet titled "50 Questions on Special Working Conditions for Female Workers" outlines the rights and benefits available to female employees during and after maternity leave.

Link 1: [50 Soruda Kadın İşçilere Özel Çalışma Koşulları.pdf](#)

Link 2:

chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://uskudar.edu.tr/assets/uploads/sayfa/527/file/akademik-ve-idari-personel-atama-ve-isleyis-prosedurleri-.pdf

Policy created (yyyy): 2016. Current regulations for maternity leave, breastfeeding leave, and part-time work came into force in 2016.

Policy reviewed (yyyy): 2024. The regulations for maternity leave, breastfeeding leave, and part-time work are currently in force.

5.6.4 Does your university as a body have accessible childcare facilities for students which allow recent mothers to attend university courses?

The evidence demonstrates the comprehensive support provided to recent mother students at Üsküdar University. The guidance of instructors and advisors, along with online learning opportunities tailored for mothers and working students, ensures flexibility in course attendance. Platforms such as STIX and ALMS (the university's learning management system) facilitate communication with professors and access to course content, recorded lectures, announcements, and assignment submissions, ensuring academic continuity. Additionally, on-campus baby care rooms provide a practical environment for student caregivers. The university's inclusive approach reflects its commitment to supporting the academic participation and well-being of students with childcare responsibilities.



Link: [Facilities for Recent Mother Studentspdf](#)

5.6.5 Does your university as a body have childcare facilities for staff and faculty?

Üsküdar University has established formal cooperation protocols with nearby educational institutions and kindergartens, in addition to maintaining on-campus childcare facilities. Owing to its central location in Istanbul, the university strategically benefits from these partnerships, which ensure both accessibility and quality in childcare support for its staff. The university publicly announces these contracted institutions on its website (<https://kariyer.uskudar.edu.tr/anlasmali-kurumlar>). These agreements provide significant discounts and enable university personnel to conveniently place their children in trusted institutions located near campus. Additionally, the university provides caregiving staff with parking priority and flexible teaching hours. The university also offers staff and student caregivers special baby care rooms on its campus. The evidence for Question 5.6.4 includes detailed information and supporting documentation regarding these childcare provisions.

Link 1: [Üsküdar University Childcare Facilities for Staff and Faculty.pdf](#)

Link 2: <https://kariyer.uskudar.edu.tr/anlasmali-kurumlar>

5.6.6 Does your university as a body have women's mentoring schemes, in which at least 10% of female students participate?

In the 2024-2025 academic year, Üsküdar University's Social Contribution Coordination Office was established as the major body for providing and tracking mentoring schemes. This novelty is significant since the duties and activities of the Office centralize mentoring-related mechanisms and create a collaborative web among other academic and administrative units of the University. The report uploaded here introduces the Social Contribution Coordination Office in terms of its objectives, duties, and activity areas. In addition, information about the Solution-Oriented Women's Issues Application and Research Center is presented alongside, which is a significant center directly focusing on both gender and women's studies and the assistance of women students for their educational and individual needs. The center upholds the principle of combating various forms of discrimination, with a particular focus on promoting equality and increasing the visibility of women and LGBTQI+ students.

Link: [Report: Mentoring Schemes and Social Contribution Coordination.pdf](#)

5.6.7 Does your university as a body have measurement/tracking of women's likelihood of graduating compared to men's, and schemes in place to close any gap?

The Solution-Oriented Women's Problems Application and Research Centre (ÜŞÇÖZÜM) systematically monitors women's participation in higher education through the Women's Access to Education Tracking Chart, which compiles annual data on female enrollment and graduation rates. This instrument provides detailed statistics on the number and proportion of newly admitted and graduating women across disciplines, including STEM, medicine, and the arts, humanities, and social sciences. By analyzing disparities between enrollment and graduation figures, the Centre evaluates women's educational attainment and identifies structural or contextual barriers to completion. This initiative forms part of the university's Gender Equality Action Plan (GEAP) and is publicly accessible via the ÜŞÇÖZÜM website.

Link: <https://uskudar.edu.tr/en/uscozum/access-to-education>

5.6.8 Does your university as a body have a policy that protects those reporting discrimination from educational or employment disadvantages?



Üsküdar University's primary policy framework is outlined in the Directive on Preventing Harassment and Discrimination, which ensures protection for all students and staff against any form of discrimination or harassment in both educational and employment settings. Additionally, the university operates the Solution Center, an online platform that provides a confidential and independent channel for students and employees to submit inquiries, complaints, or notifications—either anonymously or with identification, based on individual preference (<https://cozum.uskudar.edu.tr/>). Furthermore, the Solution-Oriented Women's Problems Application and Research Centre (ÜŞÇÖZÜM) promotes institutional transparency and accountability by publicly sharing data on the number of women employed at Üsküdar University through the ÜŞÇÖZÜM Staff Tracking System (<https://uskudar.edu.tr/en/uscozum/uu-employees>). This initiative acts as a preventive measure against gender-based inequalities in employment.

Link: [Harassment and Discrimination Prevention Directive.pdf](#)

Policy created (yyyy): 2017. The Directive on Preventing Harassment and Discrimination was created in 2017.

Policy reviewed (yyyy): 2020. The Directive on Preventing Harassment and Discrimination was updated in 2020.

5.6.9 Does your university as a body have a paternity policy that support women's participation by ensuring that non-gestational parents can participate in childcare duties?

Üsküdar University's paternity leave regulations are fully aligned with the provisions of Labor Law No. 4857, reflecting the institution's commitment to promoting gender equality and work-life balance. In addition to the statutory paternity leave, the university offers inclusive support measures for non-gestational parents and caregivers, providing access to childcare services. This includes on-campus facilities as well as collaborations with local kindergartens and educational institutions. Furthermore, the university ensures equitable access to courses and attendance arrangements for student parents of all genders, and it maintains baby care rooms across its campuses to create a supportive and family-friendly academic environment. HR provides necessary information for staff, and the Orientation Booklet for Academic and Administrative Staff assists with the leave processes.

Link: <https://uskudar.edu.tr/assets/uploads/file/ikoryantasyon.pdf>

Policy created (yyyy): 2015. With the amendment to Law No. 4857, paternity leave came into force in 2015.

Policy reviewed (yyyy): 2024. The policy concerning non-gestational parents remains in effect.