

SDG 5 – GENDER EQUALITY

Üsküdar University has been registered and listed within the scope of Gender Equality, which is the SDG 5 label of the international ranking agency Times Higher Education (THE). Within the scope of SDG 5-Gender Equality; employment of female students in universities, graduation rates, systematic measurement and monitoring of these rates, policies, action plans, mentoring practices, scholarships, and other opportunities for women's access/participation in education, areas where women are under-represented, studies on topics such as practices regarding female employees, monitoring of female employee rates, rates of participation in management, policies and practices regarding discrimination, and opportunities provided for expectant mothers are listed.

According to the current data of Üsküdar University, the number of undergraduate and graduate students is 17,031. The number of those who have just started education is 4,226. 3,041 of the new entrants are female students. Thus, the number of female students is 70%. Along with college students, the number of students, the number of female students, the number of graduating students, and the number of graduating female students have been systematically monitored since 2021 with the "Women's Access to Education Tracking Chart", and the Solution-Oriented Women's Problems Application and Research Center within our University. It is published on the Research Center (ÜSÇÖZÜM) website (<https://uskudar.edu.tr/uscozum/womens-access-to-education>). Women's right to access education is also monitored as the "Gender Equality Action Plan" activity, which comes into force in 2022 and is prepared for 5 years (<https://uskudar.edu.tr/uscozum/gender-equality-action-plan>).

Üsküdar University enforces two important regulations: the "Gender Equality Directive" and "Harassment and Discrimination Prevention Directive". Within the scope of these directives as official policies, women's access to various practices and opportunities is monitored and relevant policies are also implemented on issues related to discrimination. The Harassment and Discrimination Prevention directive came into force in 2017 and was updated in 2020 (<https://uskudar.edu.tr/assets/uploads/sayfa/18/file/taciz-yonerge-revize-son-senato-23-01-2020-003.pdf>).

At Üsküdar University, women's access to/participation in mentoring, scholarships, and other opportunities is annually monitored through systematic reports. These reports are prepared as two-year comparison reports between 2021-2022 and 2022-2023 and are published under the "Annual Reports" menu on the ÜSÇÖZÜM central website (<https://uskudar.edu.tr/uscozum/annual-reports>). Accordingly, a comparison of the last two years is made statistically as well with comprehensive and international reports titled "Üsküdar University Women Employment in R&D (Research and Development) Activities Report" and "Üsküdar University Women's Social Responsibility Project, Awards, Courses, and Scientific Publications on Women's Studies Report." Thus, by monitoring the access and participation rates of female employees and female students in projects, research activities, events, elective courses on gender equality, etc., access/participation rates, the current situation is evaluated and strategies for improvement are determined.

Various studies are carried out in areas where women are underrepresented. Some of these studies are reported as mentoring, events, and social responsibility projects. In the last two years, the rate of female employees taking part in various roles in research projects has been around 60%. Again, 87% of social responsibility projects are carried out by women. The rate of women in patent application activities is over 80%. In addition to these activities, female academics at our university provide feedback to the institution's employees by participating in events in areas where women are under-represented and by taking part in the boards of directors of relevant non-governmental organizations. Our university's news agency regularly publishes these events in the "news" section of its website with news and bulletins (<https://uskudar.edu.tr/tr/icerikler/haberler>). Here are a few examples:

- Prof. Dr. Deniz Ülke ARIBOĞAN, one of the Founding Members of the Women in Technology Association (wtech)
<https://uskudar.edu.tr/uscozum/prof-dr-deniz-ulke-aribogan-teknolojide-kadin-dernege-wtech-kurucu-uyelerinden>
- Üsküdar University supports comedy.
<https://uskudar.edu.tr/tr/icerik/7981/prof-dr-gokben-hizli-sayar-stand-up-kendini-ifadeediyorumnin-en-samimi-yollarindan-birisi>
- Assoc. Prof. Aylin Tutgun Ünal participated in the “Workshop on Women in the Maritime Sector.”
<https://uskudar.edu.tr/tr/icerik/7683/doc-dr-aylin-tutgun-unal-denizcilik-sektorunde-kadincalistayina-katildi>
- Women's Success of Üsküdar was recognized in the international arena
<https://uskudar.edu.tr/en/icerik/37327/womens-success-of-uskudar-was-recognized-in-the-international-arena>

The “Uskudar TedX” event is held every year at Üsküdar University, which can be considered within the scope of mentoring. At least 10% of female students are encouraged to participate in this event, and student participation rates are generally quite high (<https://tedxuskudaruniversity.com/>).

There are multiple research and application centers at our university where women's studies are carried out. Üsküdar Solution-Oriented Application and Research Center (ÜSÇÖZÜM), Üsküdar Violence and Crime Combating Application and Research Center (ŞİDAM), Üsküdar Human-Focused Communication Application and Research Center (İLİMER) are among these centers (<https://uskudar.edu.tr/en/research-and-application-centers>).

There are 597 academic staff working at Üsküdar University. There are 263 people working at management levels. There are 93 women in management positions. The number of administrative and academic personnel and the proportion of women are monitored and published every year. Accordingly, 55% of the employees at Üsküdar University are women. (<https://uskudar.edu.tr/tr/icerik/42716/uskudarin-55ini-kadin-calisanlar-olusturuyor>) Üsküdar University, which attaches importance to women's participation in business life and taking part in organizations as managers, is among female-friendly institutions in terms of academic and administrative staff.

Üsküdar University publishes declarations as well as policies regarding all kinds of discrimination. It has been reported that the "Women's Empowerment Principles" (WEPs) reported by the World Health Organization have been adopted and accepted by Üsküdar University as gender equality, "rights" and "equality in opportunities" (<https://uskudar.edu.tr/en/icerik/6445/full-support-from-uskudar-university-to-the-un-in-coping-with-social-discrimination>).

At Üsküdar University, within the scope of the "Women's Empowerment Strategy and Action Plan (2018-2023)" carried out by the General Directorate on the Status of Women within the Ministry of Family and Social Services as our external stakeholder, all studies on the subject are reported and forwarded to the relevant unit regularly every year. Thus, all activities aimed at gender equality and women's empowerment within the university are coordinated with action plans within the ministry (<https://www.aile.gov.tr/ksgm/ulusal-eylem-planlari/kadinin-guclenmesi-strateji-belgesi-ve-eylem-plani-2018-2023/kadina-yonelik-siddetle-mucadele-2022-faaliyet-plani/>).

In addition to the leave rights for expectant female employees, certain opportunities regarding childcare and children's education are reported regularly every year. Üsküdar University has cooperation agreements with institutions providing education at kindergarten, primary, and high school levels. Employees can benefit from these institutions at a discount for their children's education. In addition, Üsküdar University offers opportunities such as various laboratories, equipment, units, and workshops for our students studying in programs related to child care and child development within the scope of health sciences at the college, undergraduate, and graduate levels (<https://uskudar.edu.tr/tr/icerik/12644/simulasyon-maket-ile-tum-dogum-senaryolariniogrenecek>), (<https://doi.org/10.32739/uha.id.41242>).

International symposiums (<https://uskudar.edu.tr/en/monitoring-of-childrens-rights-global-examples>), events (<https://uskudar.edu.tr/tr/saglik-alaninda-koruyucu-onleyici-ve-destekleyici-cocuk-gelisimi-hizmetlerinin-yayginlastirilmesi-se>), and working groups (<https://uskudar.edu.tr/en/research-groups>) at Üsküdar University provide opportunities to participate awareness-raising and research-development activities.