



**ANTALYA
BELEK
UNIVERSITY**

Gender Equality Plan (BU-GEP) 2024

ANTALYA BELEK UNIVERSITY GENDER EQUALITY PLAN (BU-GEP)

Gender equality is fundamentally a human rights issue. As a global problem, gender inequality is closely linked to cultural understandings. Culturally based power dynamics and imbalances appear to be the main factors that create obstacles to the goal of gender equality. Therefore, it is of great importance to address these issues, adopt policies and develop strategies to ensure gender equality in all areas of life.

Article 2 of the Universal Declaration of Human Rights emphasizes that every individual is entitled to the rights and freedoms set forth in the Declaration "without distinction of any kind, such as race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status." The universal values adopted by Antalya Belek University and its stance on gender equality are in full harmony with Article 10 of the Constitution of the Republic of Turkey, the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), Goal 5 of the UN Sustainable Development Goals (gender equality) and the values on which the Council of Europe Gender Equality Strategy is based.

Antalya Belek University is committed to developing sustainable strategies and good practices on gender equality and creating an academic and working environment based on gender equality.

ANTALYA BELEK UNIVERSITY GENDER EQUALITY ACTION PLAN (BU-GEP)

As a set of commitments and actions to promote gender equality through institutional and cultural transformation at Antalya Belek University, BU-GEP aims to meet and comply with the mandatory process-related requirements for Horizon Europe Gender Equality Plan eligibility criteria. Antalya Belek University commits to allocate resources and expertise on gender equality to design and implement the plan to support a sustainable institutional change process. The first step towards meeting and complying with the mandatory process-related requirements for the Horizon Europe GEP eligibility criteria is the approval of the Action Plan (BU-GEP) by the Senate and its publication on the University website. According to the BU-GEP, sex/gender disaggregated data on academic and administrative staff and students will be regularly collected, published and monitored. In addition, BU-GEP will include awareness-raising and training activities on gender equality as a long-term, institution-wide process.

The actions required to fulfill BU-GEP will be carried out by Antalya Belek University Gender Equality Committee (BU-GEC). The committee, consisting of academic staff, administrative staff and students, will be appointed directly by the President. The committee will report regularly to the senior management.

The tasks of BU-GEC will be:

- To regularly carry out the necessary quantitative and qualitative data collection activities in order to determine, evaluate and monitor the situation of Antalya Belek University in terms of gender equality;
- To organize seminars, workshops and projects with the participation of all stakeholders to increase the knowledge and awareness of academics, researchers, administrative staff and students on gender equality and gender-based discrimination;
- To make recommendations and creating roadmaps for a campus environment based on gender equality;
- To disseminate the results of studies and analyses.

BU-GEP incorporates the following objectives:

OBJECTIVE 1. To develop policies and strategies to improve transparency, gender equitable working processes and collaborative participation by identifying gender imbalances in decision-making processes.

OBJECTIVE 2. To eliminate gender-based discriminatory practices (if any) in the areas of recruitment, job security and career development of academic and administrative staff.

OBJECTIVE 3. To provide a sustainable, fair and safe working and learning environment free from gender-based discrimination and violence for both academic and administrative staff and students.


















OBJECTIVE 4. To incorporate a gender equality perspective into the curriculum and mainstream this perspective and gender balance in the research processes carried out at the University, including the creation of content and teams and the publication of result.

To reach the objectives of the BU-GEP, Antalya Belek University commits itself to take necessary steps in:

- Organizational culture, management and leadership mechanisms, policies, procedures and management processes;
- Recruitment, promotion and career development processes, work-life balance
- Raising awareness of the importance of gender equality among academics, administrative staff and students, strengthening positive and non-discriminatory attitudes and implementing a gender equality perspective;
- Incorporating the gender dimension and mainstreaming gender-sensitive policies in education and research processes and curricula.

Objective 1

Developing policies and strategies to improve transparency, gender equitable working processes and collaborative participation by identifying gender imbalances in decision-making processes

Theme	Time Schedule		Responsible Person/Unit/Department	Planned Actions	Indicators	Link with Sustainable Development Goals
	2024	2025				
Establishment and tasks of BU-GEC	X		The President	Carrying out the necessary quantitative and qualitative data collection; organizing seminars and workshops; making recommendations and creating road maps for a gender equitable campus environment; disseminating the results of studies and analyses	Increased awareness measured in the results of regular surveys on knowledge development, changing attitudes and beliefs	   
Reviewing and improving governing bodies, departments, committees and commissions in terms of gender equality	X	X	The President, Heads of academic units and administrative departments, BU-GEC	Improving gender equality in decision-making bodies	At least %40 female representation	   
Improving gender balance in the management of student clubs	X	X	Department of Health, Culture and Sports	Improving gender equality in student organizations	At least %40 female representation	 
Establishing gender-based data collection, publication and reporting processes	X	X	The President's Office, General Secretariat, Quality Coordination Office, Department of Personnel, Department of Administrative and Financial Affairs	Ensuring that the data are maintained and reported based on gender in order to monitor the progress and, correct the deficiencies if any	Maintain and report the data separated based on gender equality	  
Improvement of the University's quality policies and procedures with the aims for gender equality	X	X	Quality Coordination Office	Integrating of the gender equality policies and the Gender Equality Plan with the strategic plan of the University	Gender Equality Plan and gender equality data page on Antalya Belek University website	   











Objective 2

Eliminating gender-based discriminatory practices (if any) in the areas of recruitment, job security and career development of academic and administrative staff

Theme	Time Schedule		Responsible Person/Unit/ Department	Planned Actions	Indicators	Link with Sustainable Development Goals
	2024	2025				
Recruitment processes and procedures including transparent criteria, clear guidelines for the evaluation of achievements and disclosure of applications	X	X	The President, General Secretariat, Department of Personnel, BU-GEC	Establishing regulations/procedures to create a gender equitable recruitment system; drafting a guideline text for job advertisements prepared with gender equality in mind	Preparation of job advertisements that emphasize the concept of gender equality as well as procedures and regulations	<div>5 GENDER EQUALITY</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>10 REDUCED INEQUALITIES</div>
Improve the Personnel Department system for gender disaggregated data collection and monitoring to develop mechanisms that ensure equitable and fair work-life balance for all employees	X	X	Department of Personnel, General Secretariat	Establishing of a human resources system that allows data to be disaggregated by gender	Keeping the data on the personnel, recruitment, promotions and those quitting based on gender equality; implementing sustainable gender-fair mechanisms for work-life balance	<div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>10 REDUCED INEQUALITIES</div>
Gender-equitable parental education for employees, academic and administrative staff	X	X	The President, General Secretariat, Department of Personnel	Organizing gender-equitable parent education seminars and workshops with relevant NGOs and civil society organizations such as municipalities	At least %60 participating in the training program	<div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>10 REDUCED INEQUALITIES</div> <div>17 PARTNERSHIPS FOR THE GOALS</div>

Objective 3

Providing a sustainable, fair and safe working and learning environment free from gender-based discrimination and violence for both academic and administrative staff and students

Theme	Time Schedule		Responsible Person/Unit/ Department	Planned Actions	Indicators	Link with Sustainable Development Goals
	2024	2025				
Guidelines for gender-sensitive and gender-equal language	X	X	Faculty of Art and Design, BU-GEC	Preparing guidelines for gender-sensitive and gender equal-language to be published	Directives published on Antalya Belek University website	 
Gender equality, non-violence and anti-discrimination training for academic and administrative staff	X		Department of Personnel, Department of Communication and Design, BU-GEC	Organizing training and workshops on gender equality, integration of gender equality, non-violence and non-discrimination into the employee and faculty orientation programs	At least %60 participation in the programs and workshops; informing all the employees of the gender equality policy and practices	   
Combating gender-discrimination and gender violence	X	X	The President, General Secretariat, BU-GEC	Establishing a Gender Discrimination and Sexual Harassment Prevention Unit; ensuring that students are effectively informed about the University's anti-discrimination and gender-based policies	The establishment of the Gender Discrimination and Sexual Harassment Prevention Unit	   

Objective 4

Incorporating a gender equality perspective into the curriculum and mainstream this perspective and gender balance in the research processes carried out at the University, including the creation of content and teams and the publication of result

Theme	Time Schedule		Responsible Person/Unit/ Department	Planned Actions	Indicators	Link with Sustainable Development Goals
	2024	2025				
Mandatory gender course for the freshman students		X	Faculties/Vocational School, BU-GEC	Design a compulsory introductory course for all first-year students of the faculties/Vocational School to take in the first semester of the programs	Addition of the gender course to the curricula	<div>4 QUALITY EDUCATION</div> <div>5 GENDER EQUALITY</div> <div>10 REDUCED INEQUALITIES</div>
Gender equality in science, technology, engineering and mathematics (STEM)		X	Faculties/Vocational School, BU-GEC	Enforcement of activities for STEM	Workshops and events for STEM	<div>4 QUALITY EDUCATION</div> <div>5 GENDER EQUALITY</div> <div>10 REDUCED INEQUALITIES</div>
Digital skills gender gap		X	Faculties/Vocational School, BU-GEC	Raising awareness on the gender gap in digital skills; advanced digital skills training programs for female students	At least %30 of female students participating in the training programs	<div>4 QUALITY EDUCATION</div> <div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>10 REDUCED INEQUALITIES</div>
Devising support mechanisms for female academicians and researchers at the beginning of their careers	X	X	Faculties/Vocational School, BU-GEC	Developing a mentoring system for women faculty members and research assistants	2 training programs organized in a year; a mentorship program by senior female faculty	<div>4 QUALITY EDUCATION</div> <div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>10 REDUCED INEQUALITIES</div>
Anti-discrimination in teaching	X	X	The President, Heads of academic units, BU-GEC	Twice-yearly workshops and seminars for male and female academic staff on gender-based discrimination and non-discriminatory teaching	At least %60 participation in the workshops and seminars	<div>4 QUALITY EDUCATION</div> <div>5 GENDER EQUALITY</div> <div>10 REDUCED INEQUALITIES</div>

