



Gender Equality Action Plan (2025-2028)

Introduction

Today, for countries to achieve social development and sustainable growth, it is necessary not only to ensure economic growth but also to guarantee social equality, rights, and justice. Therefore, gender equality is the basic condition of a social state understanding. In this context, Gümüşhane University has prepared a Gender Equality Action Plan (GEAP) that considers gender equality in all academic and administrative processes and practices. The prepared plan aims to identify the problems and needs and develop applicable and concrete solutions to ensure full gender equality of opportunity at Gümüşhane University. Moreover, the main focus of the plan is to ensure its sustainability and traceability through a participatory approach involving all institutional actors.

National Context

The first paragraph of Article 10 of the Constitution of the Republic of Turkey states, "Everyone is equal before the law, without distinction of language, race, color, gender, political opinion, philosophical belief, religion, sect, or similar grounds." The second paragraph states, "Women and men have equal rights. The State is obligated to ensure that this equality is implemented in practice." In this regard, gender equality is supported by various legal procedures, national policies and institutional mechanisms in our country as a fundamental right under constitutional guarantee. Gender equality is a legal obligation that all institutions must ensure. For this reason, Gümüşhane University not only considers gender equality as a social responsibility in line with its vision and principles, but also considers this issue as a legal institutional obligation.

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University Vision

Gümüşhane University's vision of gender equality is to create a safe working environment where students, academics and administrative staff are provided with equal opportunities in institutional processes and where all forms of gender-sensitive discrimination are rejected. Our university sees gender equality as a fundamental component of its institutional vision and ethical understanding, and aims to transform this into an institutional culture by continuously improving its gender equality plans.

Gümüşhane University's Gender Equality Goals;

- Creating internal awareness about gender equality,
- Preventing gender-based discrimination and implementing the principle of gender equality in all institutional transactions and processes.
- Increasing the participation and representation of women in corporate management and decision-making mechanisms
- Preventing gender-based biases in appointment and promotion processes and providing equal and fair career development opportunities for all employees.
- Encouraging research on gender equality at the university and increasing the number of such research.
- Including gender equality-themed courses in the university curriculum, and preparing the current course curriculum with sensitivity in terms of gender equality.
- Taking all necessary precautions against gender-based discrimination, violence and harassment within the institution.

Gümüşhane University focuses on five main objectives to implement the Gender Equality Action Plan and ensure the development of the University in every field.

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Objective 1: Institutional Structure and Policy Planning			
Target	Actions and Strategies	Responsible Units	Application Period
Establishing Structural Mechanisms for Decision-Making and Implementation on Gender Equality	-Establishing an internal Gender Equality Office/Unit to monitor, report, and provide recommendations on institutional policies related to the GEAP	-Rectorate	October 2025- June 2026
Collection and Analysis of Gender-Disaggregated Data	-Developing standards for the collection and monitoring of gender-disaggregated data and assigning responsible unit personnel, -Preparation and publication of annual activity reports based on data collection and monitoring processes	-Rectorate, -All Academic and Administrative Units	October 2025- December 2028

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Objective 2: Developing Work-Life Balance and Institutional Culture			
Target	Actions and Strategies	Responsible Units	Application Period
Providing supports that will contribute to women's work-life balance	-Making flexible working arrangements to facilitate work-life balance for women personnel, -Developing regulations to provide services such as kindergarten of support that contribute to family life within the university	-Rectorate, -All Academic and Administrative Units	October 2025- December 2028
Creating a institutional culture based on gender equality	-Observing equal opportunities for women and men to participate in all institutional processes such as management and decision-making	-Rectorate, -All Academic and Administrative Units	October 2025- December 2028

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Objective 3: Gender Equality-Focused Recruitment and Career Development			
Target	Actions and Strategies	Responsible Units	Application Period
Making improvements in appointment and promotion criteria based on gender equality	- Developing flexible and transparent criteria that will ensure gender-sensitive equal opportunities in appointment and promotion processes, - Integrating the criteria with the institution's appointment and promotion regulations	- Rectorate, - All Academic and Administrative Units	October 2025- December 2028
Taking measures for gender-based career advancement at the institutional level	- Encouraging and supporting gender-sensitive career development by identifying problems related to working conditions of women personnel, - Planning and organizing training to support the career development of women administrative and academic personnel and providing mentoring support	- Rectorate, - All Academic and Administrative Units	October 2025- December 2028
Raising awareness on preventing gender discrimination within the institution	- Organizing training on gender equality for all administrative and academic personnel	- Rectorate, - All Academic and Administrative Units	October 2025- December 2028

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Objective 4: Integration of Gender Equality into Research and Education Processes			
Target	Actions and Strategies	Responsible Units	Application Period
Encouraging and supporting research and projects on gender equality	-Increasing the number of academic research and project-supported studies such as theses, articles, etc. on gender equality, - Disseminating and ensuring visibility of research and project results on gender equality	-Rectorate, -All Academic and Administrative Units	October 2025-December 2028
Including Gender Equality into the Education Curriculum	- Increasing the number of courses on gender equality in associate, undergraduate and graduate programs (including at least one course in the university elective course pool for each program level), -Adding gender equality to the content of student orientation training, - Preparing a guiding institutional guideline on the integration of gender equality into the education curriculum and sharing it with all academic units, -Encouraging curriculum programs to be conducted in a way that is sensitive to gender equality and taking necessary measures to this	-Rectorate, -All Academic and Administrative Units	October 2025-December 2028
Encouraging and supporting educational activities to be carried out within the scope of gender equality	- Organizing educational activities such as seminars etc. on gender equality for students and personnel, - Encouraging and supporting student clubs, administrative and academic units for activities on gender equality	-Rectorate, -All Academic and Administrative Units	October 2025-December 2028

Objective 5: Taking Measures Against Gender-Based Violence and Sexual

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Harassment			
Target	Actions and Strategies	Responsible Units	Application Period
Establishing a support unit to combat gender-based discrimination, violence and harassment	-Establishing a unit that can be contacted and provided support in cases of gender-based discrimination, violence and harassment, -Establishing a commission to examine gender-based cases within the unit	-Rectorate	October 2025-June 2026
Preparation of institutional policy documents to combat gender-based discrimination, violence and harassment	-Creating an institutional policy document explaining the recourses, support mechanisms, etc. regarding gender-based violence, -Announcement and implementation of policy documents	- Rectorate	October 2025-June 2026
Taking and implementing measures to create a safe university environment where women can be protected against sexual violence	- Providing a safe physical environment and equipment (lighting, cameras etc.) for women within the University, - Establishing a unit within the university to provide immediate response to potential incidents	-Rectorate, -All Academic and Administrative Units	October 2025-December 2028

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