



# 2022 Sustainability Report SDG5

**5** GENDER  
EQUALITY

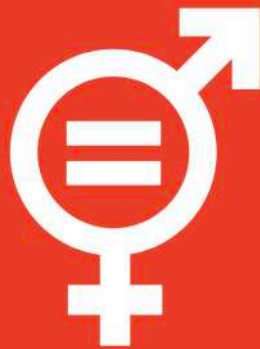


ABDULLAH GÜL  
UNIVERSITY



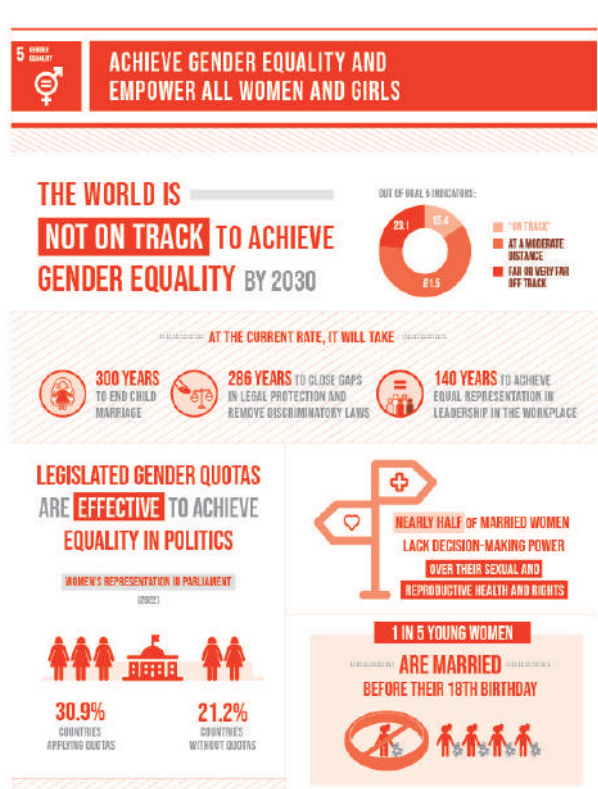
**SUSTAINABLE DEVELOPMENT GOALS**

**5** GENDER  
EQUALITY



## SDG5: Gender Equality

SDG 5 aims to **achieve gender equality and empower all women and girls**. Unfortunately, the world is not on track to achieve this goal by 2030, and the socioeconomic fallout of the pandemic has pushed us further off course. Women and girls are disproportionately affected, facing challenges such as lost jobs, disrupted education, increased unpaid care work, and domestic violence. In 2020, over 100 million women aged 25–54 with young children at home were out of the global workforce, with more than 2 million leaving due to increased unpaid care responsibilities. Women’s health services also experienced significant disruptions, impacting their sexual and reproductive health. Despite women’s effective leadership during the COVID-19 pandemic, they are often excluded from decision-making processes. Furthermore, many countries lack comprehensive systems to track budgets for gender equality, which hinders the allocation of public resources for implementing relevant laws and policies. Strengthened efforts are needed to ensure that laws, policies, budgets, and institutions advance gender equality.



Discriminatory laws and legal gaps persist, preventing women from fully enjoying their human rights. According to 2020 data from 95 countries and territories, more than half of these countries lacked quotas for women in national parliaments. Additionally, 83 per cent included budgetary commitments to address legislation on violence against women, but 63 per cent still lacked laws defining rape based on the principle of consent. While over 90 per cent mandate non-discrimination based on gender in employment, nearly half of these countries still restrict women from working in specific jobs or industries. Moreover, almost one-quarter of countries do not grant women equal rights with men to enter marriage or initiate divorce.

<sup>1</sup> <https://sdgs.un.org/goals/goal5>

The problem of violence against women and girls is widespread and affects women of all ages. In 2018, globally, over 1 in 4 (26 per cent) ever-partnered women aged 15 years or older, which amounts to 641 million women, experienced physical and/or sexual violence by a husband or intimate partner at least once in their lifetime. There is an urgent need for data on violence experienced by older women, including specific forms such as being restrained, ostracized, or neglected, which remain largely unavailable. Unfortunately, less than 10 per cent of eligible data on intimate partner violence capture its prevalence among women aged 50 years or over.

In 2021, one in five young women worldwide, or 19 per cent, were married as children. Childhood marriage is most common in sub-Saharan Africa, where progress to prevent childhood marriage has been modest, followed by South Asia, which has achieved greater declines. Globally, the prevalence of childhood marriage has declined by about 10 per cent in the past five years. However, the profound effects of the COVID-19 pandemic threaten this progress, with up to 10 million additional girls at risk of childhood marriage in the next decade due to the pandemic.

The practice of female genital mutilation remains remarkably tenacious, despite nearly a century of efforts to eliminate it. Based on the latest available data from 31 countries where the practice is concentrated, at least 200 million girls and women alive today have been subjected to female genital mutilation. Nevertheless, some countries have seen declines in the practice compared to 30 years ago.

According to the data collected between 2001 and 2019 from 90 countries and areas, on an average day, women spend about 2.5 times as many hours on unpaid domestic work and care work as men.

As of 1 January 2022, the global share of women in lower and single houses of national parliaments reached 26.2 per cent, up from 25.6 per cent in 2021. In local governments across 135 countries with data, women's representation slightly exceeds one-third. Well-designed legislated gender quotas, zero tolerance for violence against women in politics, and gender-sensitive and safer political environments are key to fast-tracking and sustaining women's equal representation in decision-making.

Working women have been disproportionately affected by the COVID-19 pandemic. In 2019, they accounted for 39.4 per cent of total employment, but in 2020, they represented nearly 45 per cent of global employment losses. The share of women in managerial positions worldwide has shown only slight improvement over the last two decades, increasing from 25.3 per cent in 2000 to 28.3 per cent in 2019, and remaining unchanged in 2020.

Data from 64 countries spanning 2007 to 2020 reveal that only 57 per cent of married or in-union women aged 15- 49 make their own decisions concerning sexual and reproductive health and rights. While women seem to have the most autonomy in deciding whether to use contraception (92 per cent empowered), only 3 in 4 women can make their own healthcare decisions or refuse sex.

Among the 115 countries with data in 2022, on average, only 76 per cent of them have the laws and regulations necessary to ensure full and equal access to sexual and reproductive health and rights. The strongest enabling laws and regulations are about HIV and human papillomavirus (81 per cent), followed by contraceptive services (76 per cent), maternity care (74 per cent), and sexuality education (65 per cent).

Data from 36 countries spanning 2009 to 2020 indicate that in 30 of these countries, less than 50 per cent of women have ownership and/or secure tenure rights over agricultural land. In 18 countries, the corresponding share of men was twice as high. Moreover, the share of men among landowners exceeds 70 per cent in nine countries, while women have a higher share than men among landowners only in eight countries.

Data available from 52 countries for 2019–2021 reveal that approximately 46 per cent of legal frameworks offer limited protection of women’s land rights, while nearly 25 per cent offer medium levels of guarantees. Only 29 per cent of reporting countries include sufficient provisions in their legal frameworks to provide good protection for women’s land rights. Notable areas of progress include succession rights with 64 per cent of countries addressing them, and protection against dispossession in land transactions, with 56 per cent requiring spousal consent. However, joint land registration and the protection of women’s land rights when customary law is legally recognized remain concerns in many countries.

The ownership of mobile phones has been identified as a crucial tool for empowering women. In 30 of 70 countries with data between 2017 and 2021, gender parity in mobile phone ownership has been achieved. In 13 countries, more women own mobile phones than men.

The socioeconomic recovery from the COVID-19 pandemic requires effective and gender-responsive public finance management systems. Based on data reported by 105 countries and areas from 2018 to 2021, 26 per cent of countries globally have comprehensive systems in place for tracking and allocating public resources for gender equality. Another 59 per cent have some features of such a system, while 15 per cent lack the minimum elements of these systems.<sup>2</sup>

## AGU’S POLICIES AND PRACTICES

Women and girls continue to experience discrimination and violence worldwide. Gender equality is a fundamental human right and the cornerstone of a peaceful, prosperous, and sustainable world. Ensuring equal access to education for women and girls is a critical component of achieving gender equality.

In Abdullah Gül University (AGU)’s Policies on Equality and Freedom, Article V, states, “As a public university, AGU condemns any discrimination in the workplace or during hiring procedures. The University protects its members reporting discrimination from

<sup>1</sup> <https://unstats.un.org/sdgs/files/report/2022/secretary-general-sdg-report-2022--EN.pdf>

educational or employment disadvantage.” Moreover, Article II of AGU’s policies underscores compliance with Article 10 of the Turkish Constitution, which mandates the equal application of all Turkish laws and regulations, without discrimination based on language, race, color, sex, political opinion, philosophical belief, religion, sect, or any such criteria.

To address disparities among disadvantaged groups, AGU has established committees dedicated to reducing inequalities. The AGU Social Diversity and Equality Committee, established in 2019, organizes training sessions and seminars for students to raise awareness about gender mainstreaming. The committee provides annual reports on its activities, offering insights into the University’s policies and initiatives across three key areas: gender equality and inequality reduction, peace and justice, and strong institutions. Regarding gender equality and inequality reduction, the Committee advised on multiple fronts, such as encouraging the participation of female students in student club activities, promoting policies against gender-based discrimination, and offering facilities such as kindergartens for staff. The Committee also addressed the detection and reduction of inequalities within the University. This includes providing accessibility for disabled students and enhancing the participation of underrepresented groups in campus life. Finally, the Committee members advocated for the involvement of university staff and students in the University’s decision-making processes and partnerships with local NGOs. For the Commission Members List please click here: <http://www.agu.edu.tr/userfiles//Komisyonlar/comm06092023.pdf#page=3>.

In addition, AGU supports student clubs that are dedicated to protecting women’s rights. The AGU Women in Business Club and Society of Women Engineers Club actively encourage and organize mentoring schemes and events. These clubs share the philosophy of increasing the number of women’s applications to programs where they are underrepresented.

As a public university, AGU adheres to the regulations set by the Measurement, Selection, and Placement Center (ÖSYM in Turkish) for student recruitment. ÖSYM follows the Law on the Organization and Duties of the Presidency of the Measurement, Selection, and Placement Center when recruiting students (Relevant law: <https://www.mevzuat.gov.tr/MevzuatMetin/1.5.6114-20131010.pdf>.) Furthermore, AGU systematically measures and tracks women’s application, acceptance, and entry rates into the departmental programs. To enhance women’s participation, especially in underrepresented fields like STEM, AGU collaborates with organizations like the Society of Women Engineers. In cases where graduation discrepancies are observed, AGU implements support programs to bridge the gap.

AGU offers women’s access schemes including mentoring, scholarships, and other provisions. Some of the programs provided by AGU are detailed below.

AGU Technology Transfer Office (TTO) has created the F3 Incubation Centre and actively promotes start-up projects focusing on women entrepreneurship and disadvantaged groups. Female candidates receive additional points in projects and grant

programs conducted by TTO. For example, Özlem Ertekin, one of the women entrepreneurs supported by AGU TTO, reached the finals among 30 entrepreneurs in the “6th Women in Innovation Project.”



6<sup>th</sup> Women in Innovation Project

AGU TTO serves as the implementing organization of the BiGG Program. As part of this program, all participants receive free-of-charge support during each application period. The BiGG Program encompasses a range of services, including training, mentoring, and financial support.

Training opportunities within the scope of the BiGG Program cover essential subjects such as Strategic Planning and Process Management, Finance Management and Risk Management, Marketing, Law for Start-ups, Entrepreneurial Skills and Investor Presentation, and Project Cycle and Business Plan Preparation.

AGU TTO holds a unique position as the first application and pre-evaluation organization for entrepreneurs seeking the 450,000 TL-support provided by TÜBİTAK. AGU TTO meticulously evaluates business ideas against predetermined criteria, forwarding those that meet the standards to TÜBİTAK for final consideration.

In projects and grant programs managed by TTO, women candidates and disadvantaged groups receive priority consideration through the allocation of additional points.



AGU has established partnerships with local kindergartens/pre-schools in the University's vicinity to support the work of employees and the life of students with children. The specific protocols are outlined below:

Click [here](#) to access the protocol between Doğa Collage and AGU.

Click [here](#) to access the protocol between Private Rhythm Art Kindergarten and AGU.

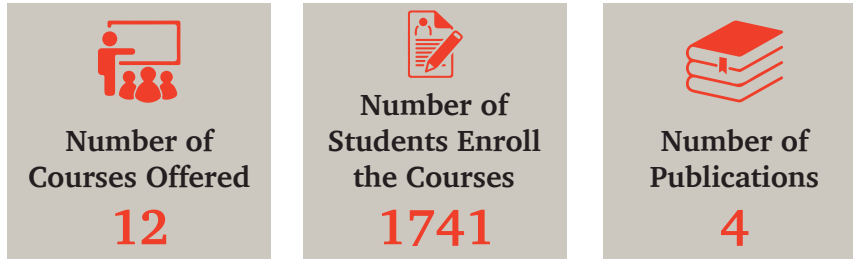
Click [here](#) to access the protocol between Dream Academy Kindergarten and AGU.

Click [here](#) to access the Cooperation Protocol on the Education of Special Talented Students.

Click [here](#) to access the protocol between Uğur Schools and AGU.

## AGU'S PROGRESS

AGU tracks publications, courses, projects, theses, dissertations, congress and symposium participation continuously for all SDGs through AVESIS (Academic Data Management System).



AGU is a public university that admits undergraduate students through a central placement exam. While undergraduate admissions cannot be controlled, there are policies to enhance female student admissions to master's and doctoral programs. AGU selects its students according to the Regulation on Student Selections of the Higher Education Institutions in Türkiye. These policies align with Article 7 of the Regulation, ensuring equal opportunities and adhering to principles of reliability, confidentiality, impartiality, and scientific rigor. As a result of these efforts, there has been an increase in the number of female students admitted to AGU, as reflected in the statistics.

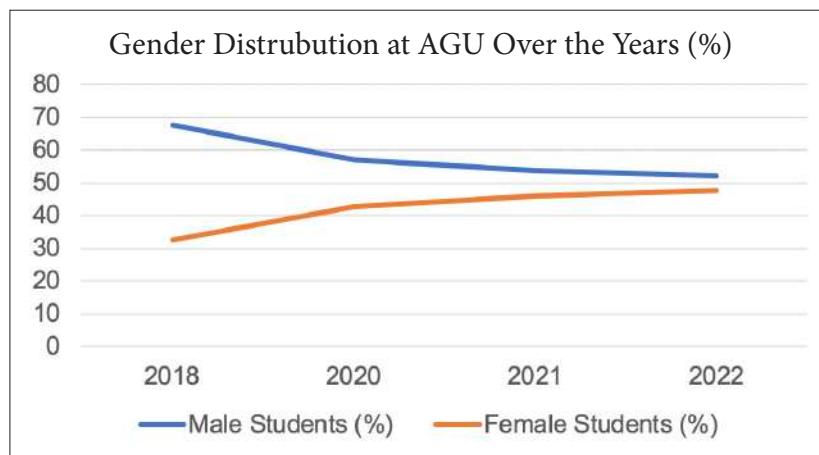


Table 1. Gender Distribution at AGU

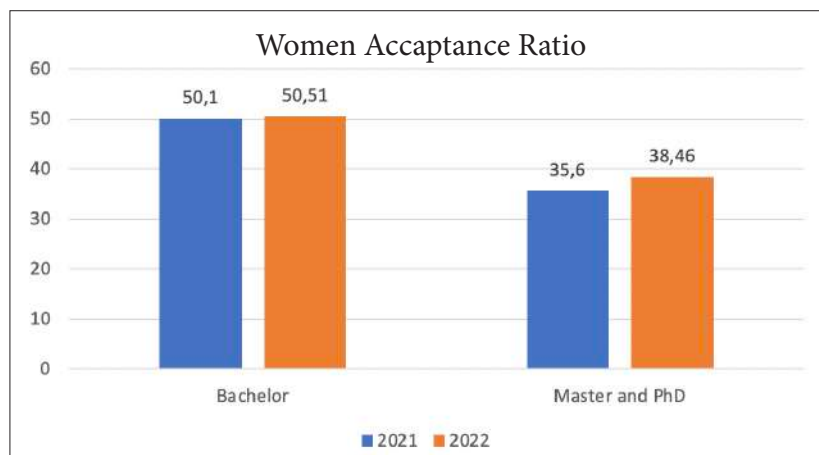


Table 2. Women's Acceptance Rate at AGU



		2022 Number	Ratio(%)	2021 Number	Ratio(%)	2020 Number	Ratio(%)
Architecture	Female	50	69.4	51	70.8	41	66.1
	Male	22	30.6	21	29.2	21	33.9
Bioengineering	Female	49	73.1	39	62.9	47	75.8
	Male	18	26.9	23	37.1	15	24.2
Business Administration	Female	31	50.0	30	48.4	37	59.7
	Male	31	50.0	32	51.6	25	40.3
Civil Engineering	Female	14	29.2	17	28.8	19	30.7
	Male	34	70.8	42	71.2	43	69.4
Computer Engineering	Female	19	24.7	25	34.7	13	18.1
	Male	58	75.3	47	65.3	59	81.9
Economy	Female	22	42.3	23	44.2	30	57.7
	Male	30	57.7	29	55.8	22	42.3
Electrical and Electronics Engineering	Female	25	28.4	20	24.4	18	25.0
	Male	63	71.6	62	75.6	54	75.0
Industrial Engineering	Female	50	69.4	57	79.2	41	66.1
	Male	22	30.6	15	20.8	21	33.9
Mechanical Engineering	Female	7	11.3	14	22.6	8	12.9
	Male	55	88.7	48	77.4	54	87.1
Molecular Biology and Genetics	Female	51	79.6	38	61.3	43	69.4
	Male	13	20.4	24	38.7	19	30.7
Political Science and International Relations	Female	37	59.7	37	59.7	27	51.9
	Male	25	40.3	25	40.3	25	48.1
Psychology	Female	44	71.0	47	75.8	31	75.6
	Male	18	29.0	15	24.2	10	24.4

*Gender Distribution of Placements by Department for the last 3 years*

AGU is committed to promoting gender equality in both student education and the selection of academic and administrative staff. The table below illustrates the changes in gender composition at AGU over the years.

	Academic Staff		Administrative Staff		Permanent Worker		4/B Contract		Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
2022	125	166	62	117	22	52	9	15	218	350
2021	109	165	58	115	23	52	-	-	190	332
2020	103	154	57	107	24	53	-	-	184	314
2019	94	140	54	91	22	46	-	-	170	277
2018	89	130	52	85	22	49	-	-	163	264

*Number of Staff by Gender for the last 5 years*

## EDUCATIONAL PROGRAMS AND COURSES

The Department of Political Science and International Relations at AGU offers a course titled “Social Gender and Politics.” This course aims to familiarize students with gender-related issues within the field of Political Science. It explores topics such as inequality, patriarchy, and political representation in various contexts. The course delves into issues like political participation, representation, the roles of women, men, and LGBTQ+ individuals in politics, as well as the distribution of economic resources, all from a gendered perspective. Furthermore, students will gain insight into the attitudes of both developed and developing countries regarding gender through cross-country comparisons.

## COOPERATION AND EVENTS

AGU has been committed to promoting women’s participation since its establishment. For example, in 2014, AGU initiated a partnership with the Anatolian Tigresses Association (APCO), which continues to this day. This partnership has led to the organization of various training and networking sessions where AGU students have had the opportunity to engage with prominent CEOs. These executives shared valuable insights into their career trajectories and facilitated interactive workshops aimed at enhancing students’ ambitions and employability. All participants have the chance to apply to APCO’s mentorship program.

APCO’s Istanbul office runs and facilitates the program for the Tigresses apprentices, who will be expected to integrate, grow, and excel with the rest of APCO’s team in Türkiye.

Several outcomes of this partnership:

- Successfully launched the Tigresses mentors program,
- Provided guidance, mentorship, and inspiration to many AGU female students,
- Filled a pipeline of future female leaders in Türkiye,
- Created a collaborative partnership with AGU.





AGU is an active member of the Women Leadership Network led by the American Chamber of Commerce, which has enabled the university to host numerous events connecting AGU students with successful women entrepreneurs and CEOs. These interactions have provided valuable mentoring opportunities.



AGU has entered into a collaborative mentorship and career consultancy agreement with the Association for Developing Women (KIGDER). The protocol outlines that KIGDER members will serve as career consultants for all AGU students. KIGDER's primary mission is to enhance the legal, social, and political standing of women, initially in Kayseri and subsequently throughout the country to create added value. It is essential to note that KIGDER does not discriminate based on gender, but they are particularly committed to providing career consultancy to female students. They extend the same service to male students.



## Young Women in Science Award to One of Our Faculty Members

AGU Computer Engineering Faculty Member Dr. Burcu Bakır Güngör received the “Support Scholarship for Young Scientists” award, which was launched by L'Oréal Turkey to support gender equality in science, to encourage women's contribution to science, and to ensure the success and recognition of young and talented scientists.



## Gender, Women and the Precariat: Examples from Turkey

Dr. Instructor Member Nazlı ŞENSES ÖZCAN gave a seminar titled “Gender, Women and the Precariat: Examples from Turkey”. The event was held online via the Zoom platform. The purpose of this presentation focuses on how the intersection of gender and migration dynamics creates different forms of precariat (flexible and precarious work) and the conceptual/theoretical implications of this intersection in understanding precariat.

**Siyaset Bilimi ve Uluslararası İlişkiler Bölümü**

**SEMİNER SERİSİ**

**AGÜ**

**TOPLUMSAL CİNSİYET, KADINLAR VE PREKARYA: TÜRKİYE'DEN ÖRNEKLER**

**Dr. Öğr. Üyesi Nazlı ŞENSES ÖZCAN**  
Başkent Üniversitesi

**Özet**

**Bio**

27 Nisan 2022 Çarşamba

*A Seminar Titled “Gender, Women and the Precariat: Examples from Turkey”*

The spread of flexible and precarious working conditions contradicts the SDG8 target. As SDG8 states, it is aimed to protect workers' rights and to work in a safe environment. Flexible and insecure working conditions have a negative impact on human health, where the rights of workers are restricted, the stress of being fired is experienced at any time. Flexible and insecure working conditions adversely affect women and immigrants in particular, and constitute an obstacle to achieving SDG5 and SDG10 targets. For these reasons, understanding the precariat and examining how it affects different groups is one of the most important steps in removing barriers to SDG goals.

## Promotion Days at AGU

AGU hosts Promotion Days annually, with active participation from many women staff and students. This initiative allows aspiring female students to become acquainted with the University's facilities, opportunities, and the various support and mentoring programs it offers.



## “World Engineering for Sustainable Development Day”

“World Engineering for Sustainable Development Day,” one of the international days declared by UNESCO, was celebrated at Abdullah Gül University (AGU).

AGU's Personal Networking, Society of Women Engineers (AGU SWE) and Women in Business (AGU WIB) clubs and Youth Factory collaborated with KIGDER President Dr. Sema Karaoğlu, Sefes Furniture founder Şafak Çivici, and Çemens founder Hülya Tiri-toğlu to engage with AGU students at the Abdullah Gül Presidential Museum.



