

# 5 GENDER EQUALITY



# 5. GENDER EQUALITY



NUMBER OF  
PUBLICATIONS & THESES

31



NUMBER OF  
PROJECTS

23



NUMBER OF  
EVENTS

31



NUMBER OF  
COURSES OFFERED

71



NUMBER OF  
COLLABORATION

1



NUMBER OF  
AWARDS

2

## SDG 5 GENDER EQUALITY

Achieve gender equality and empower all women and girls

### Targets and Indicators

5.1 End all forms of discrimination against all women and girls everywhere

5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation

5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decisionmaking in political, economic and public life

5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences

5.A Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws

5.B Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

5.C Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

### Courses, Theses, Publications

TEDU provides different courses on gender equality and its varying dimensions. Courses such as Sexual Health Education, Gender Studies, Social Influence, Feminisms: Transnational and Intersectional Approaches, Politics of Masculinities, Premarital Counseling provide significant learning materials to enable students to have a critical lens on gender equality. Each of these courses can play a vital role in advancing SDG 5, by raising awareness, empowering students, and promoting gender equality within the university and beyond. The courses provide a general background of feminisms at global/national/local levels and foster awareness of global gender disparities and the diverse challenges faced by different women in different contexts. In addition to this overall aim, discussing concepts such as consent, respect, norms, and (healthy) relationships also helps reducing gender-based violence by fostering understanding and respect for individual rights.

In addition to courses, theses were also prepared on multifaceted layers of gender (in)equality. In addition to the theses that directly dealt with gender equality as the main dimension of their framework, such as “Experiences of female migrant care workers and protection of their rights by international organizations from a feminist perspective: The case of Filipina migrant care workers”, “Assessment of gender-based asylum claims under the international protection regime: The case of Afghanistan”, some grad students touched upon gender from an intersectionalist perspective and analysed the multilayered nature of inequalities, including gendered discriminations, expectations, roles and attitudes. For instance, the thesis entitled “A case study of the professional development needs of the English for specific purposes instructors” scrutinizes gendered challenges of English for Specific Purposes (ESP) instructors. Another example is the thesis entitled “Russian-speaking students' educational experience and integration process into Turkish society”. This thesis investigates the role of motherhood throughout stages of integration.

The publication record of TEDU members is also remarkable in this framework. Faculty members published significant works addressing gender equality in esteemed journals. The articles discuss multifaceted

nature of gender and its dimensions with reference to violence, representation, discrimination at macro/meso/micro levels. For instance, the article entitled “Women’s rights organizations and Turkish state in the post-2011 era: ideological disengagement versus conservative alignment” scrutinizes the embedded patriarchal networks and institutions at macro and meso levels. The state’s policies at macro level aligns with women’s rights organizations at meso levels and this dynamic create challenges for advancing gender equality. Another article entitled “Voices Against Misogyny in Turkey: The Case of a Successful Online Collective Action Against a Sexist Commercial” explores the gendered challenges at micro level. The research reveals how coordinated efforts on social media affect the company to withdraw the sexist commercial and also issue an apology. This illustrates the potential of online activism to fight against gender inequality and misogyny.

Moreover, “Internalized heterosexism and exposed psychological intimate partner violence: experiences of lesbian and bisexual women in Turkey and Denmark,” highlights the unique challenges faced by lesbian and bisexual women. It also underscores the intersectional nature of gender inequality, exploring how internalized heterosexism and psychological intimate partner violence impact women's well-being. By addressing these experiences, the research contributes to promoting gender equality and reducing violence and discrimination against marginalized groups, aligning with the objective of empowering all women and girls.

### Events – Activities

**TED University Center for Gender Studies:** TED University Center for Gender Studies is a significant research hub for TEDU. The goal of the Center is to realize academic and practical studies to create a university ecosystem that is based on the principle of gender equality in general and gender equality in representation and that has heightened awareness and sensitivity on the issue of gender. Hence, all the events and activities of the Center is a vital tool to expand gender equality knowledge. The center conducts and supports national and international scientific studies, reveals an interdisciplinary approach, keeps the issue of gender on the agenda by including all faculties, departments, and administrative units, realizes

events, conferences, projects, and [activities](#) that would connect society and academy and finally aims to prevent all discrimination and sexual harassment related to sex or sexual orientation. Additionally, the Center offers [internship](#) opportunities for students to engage in gender studies research and gain practical experience in related fields.

As a University with *Gender Equality Plan*, TEDU and the Center are powerful in promoting equality at all levels.



TED University adheres to the principle of equal opportunity in all academic and administrative processes. The university is committed to ensuring that all students, staff, and stakeholders have equal access to activities, regardless of ethnicity, religion, disability status, immigration status, gender, sexual identity, or any other identity-based discrimination. Our university is guided by a "[code of ethics](#)" document and the TED University Center for Gender Studies [Regulation](#), which prohibit discrimination and harassment. These documents aim to combat discrimination against women and transgender individuals, as well as ensure that those reporting such behaviors do not face educational or employment disadvantages. TED University strives to maintain an environment where all members have equal opportunities and a safe space for learning and working, continuously reviewing policies and practices to uphold these values.

The "Promise of Feminist Foreign Policy" seminar with Ole Frahm was one of the event organized by a working collaboration of Henrich Böll Stiftung, TEDU Center for Gender Studies and the Department of Political Science and International Relations.



This seminar enabled a fertile discussion for the advantages of feminist foreign policies contributing directly to the aim of gender equal world order at national and international levels.

In addition to this, the Center organized different seminar series while one of which was explicitly on masculinities. An event titled "Fragility of Masculinity and Sexual Violence" was held with Dr. Fatma Yaşın Tekizoğlu within the scope of the Critical Masculinity Studies Seminar Series. This well aligns with the overall aim of fighting against gender inequality and discrimination by promoting critical awareness, positive engagement, and cultural shifts that support gender equality and challenge harmful norms.



In line with Critical Masculinity Studies Seminar Series, on December 11, 2023, a Non-Violence Masculinity Workshop titled "Circle of Influence" was held at TEDU with the participation of male students. In this workshop, participants examined gendered relationship networks through the social-ecological violence model to understand different forms of gender-based violence. The workshop aimed to provide students with a deep awareness of gender and root causes of (male) violence.



The Center's another remarkable success was hosting the XXII. Workshop of Interuniversity Cooperation, Support and Communication Group against Sexual Harassment and Assault. This workshop was a significant event where different participants from universities and NGOs actively took part. The participants all voiced the urgent need of creating safe communication channels and inclusive spaces for the members – students, academics, and administrative members- of the universities in Türkiye.

### XXII. Üniversitelerarası Cinsel Taciz ve Saldırıya Karşı İş Birliği, Destek ve İletişim Grubu Çalıştayı

5 Mayıs 2023 | 10:00 - 17:00

TED Üniversitesi Çevrimiçi Katılım  
Çok Amaçlı Salon <https://bit.ly/40D7nzC>

Adres: Ziya Gökalp Cd. No: 48 Koleji  
Çankaya/Ankara  
(Kurtuluş Parkı Tarafı)



TED ÜNİVERSİTESİ



TED ÜNİVERSİTESİ  
PLÜMSAL CİNSİYET  
ÇALIŞMALARI MERKEZİ

## Collaborations, Projects, Awards

### SHE Leads Platform

In addition to the events organized by the Center, TEDU was also a part of other significant collaborations. The first term of the SHE Leads Platform, implemented in collaboration with Arçelik and Ankara Development Agency, has begun. The platform aims to support female university students

interested in entrepreneurship, provide them with crucial connections from the entrepreneurial ecosystem, and develop the competencies they will need in their journey. This is a unique opportunity for girls. By fostering women's economic empowerment, breaking down gender barriers in business, and promoting gender equality in leadership and innovation, TEDU has again played a pioneering role.

Last but not least, in line with TEDU's main aim of encouraging women's participation at all levels of society, a project competition titled "We Rise Above Glass Ceilings, We Embrace Equality" was organized to support women's employment and strengthen gender equality as part of the 100th anniversary of the Republic. In the competition, which was organized in collaboration with the Ankara Business and Professional Women's Association and the PERYÖN Turkey Human Resources Management Association Central Anatolia Branch, university students developed innovative solutions to women's problems in the business world.



Gender-based violence is a vital problem that needs to be solved immediately by the effective collaborations among stakeholders. Effective partnerships among policy makers, universities, and civil society organisations has the capacity to strengthen advocacy efforts and leading to improved legal frameworks and policies that protect individuals from all forms of violence.

An important collaboration between TEDU and Ankara Bar Association explicitly addresses this problem. A conference titled "Woman's Surname, Constitutional Court Decision, and Current Situation Assessment" was one of the outcome event of such collaboration. In addition to Ankara Bar Association, Gelincik Center- a Center consisting of guiding lawyers and volunteers who are specially trained and specialized in the field of violence against

women, children and LGBTI individuals who have been subjected to physical, psychological, economic and sexual violence- and Law Monitoring Institute.

### Insurance of Education: Our Teachers

The Insurance of Education: Our Teachers Project, supported by Z Zurich Foundation and jointly implemented by the Ministry of National Education and the [Turkish Educational Association](#), aims to enhance the quality of professional lives of female teachers assigned to rural areas in their first years of service and position them as role models for their students and a source of hope for rural communities. The project aims to minimize the environmental, physical, and professional challenges faced by teachers, increase their knowledge, and boost their belief in and motivation for their profession.



The project began in 2018-2019 with 50 teachers and expanded with 100 teachers in 2019-2020, 235 teachers in 2020-2021, 297 teachers in 2021-2022, and 256 teachers in September 2022. With the addition of the 6th group of teachers in 2023, the project has reached a total of 1,138 teachers from 77 provinces and 938 villages. The project aims to support the personal, professional, and social development of teachers. Since 2019, teachers have gathered for face-to-face sessions under the modules of professional development, personal development, and social impact-making teachers. In addition to these in-person meetings, teachers also participate in online training sessions and book/film club activities throughout the academic year. A total of 162 trainings, amounting to 536 hours, have been provided to focus on the teachers' professional and personal development. By the end of the project, 1,000 female village teachers have reached 30,000 students and 150,000 family members. In the project, which is conducted with the participation of various departments of TEDU, İstasyonTEDÜ provides consultancy for the design of methods and tools that can be used to become a 'socially impactful teacher'.

<https://www.istasyon.tedu.edu.tr/zurich>

<https://www.zurichsigorta.com.tr/haberler/egitim-sigortasi-ogretmenlerimiz-proje-mizde-bin-kadin-ogretmen-hedefimizi-astik-1>

<https://ted.org.tr/en/insurance-of-education/>

### Campus

#### TEDU Public Information and Reporting

TEDU sees informing the public as part of its mission. Periodic notifications are made to the public, with a focus on accountability and public awareness. Announcements are made, and the prepared reports are made publicly available on the website. To monitor development, our university prepares informational reports each academic term, known as "[TEDU Facts and Figures](#)," and an "[Annual Indicators](#)" report at the end of each year. These reports include gender-based indicators, such as the gender distribution of enrolled students and employees. For example, in the 2023-2024 academic year, 61% of the 1005 centrally admitted students through the national university entrance exam were women. Additionally, according to the report from the same period ([TEDU Facts and Figures Report Fall 2023-2024](#)), approximately 70% of our 457 faculty members, including both salaried and hourly staff, are women. These metrics enable us to monitor gender equality in our admissions and hiring processes, supporting data-driven decisions to promote equal access to education and employment. Our university systematically tracks the application and acceptance rates for women, both for students and employees.