

# İSTANBUL MEDİPOL UNIVERSITY GENDER EQUALITY REPORT 2021<sup>1</sup>

<sup>1</sup> This report has been prepared by Istanbul Medipol University Sustainable Development Application and Research Center & Istanbul Medipol University Technology Transfer Office.



## Outline

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9. Bodies measure/track applications & admissions of underrepresented (and potentially underrepresented) groups
10. Mentoring/counselling/peer support programs and activities about gender equality
11. Activities about gender equality in 2021



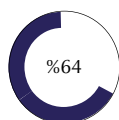
## 1. Statistics

Statistics on gender equality were compiled in the fields of students, employees and research and development.

### 1.1. Students

Number of students  
38.464

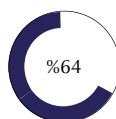
Number of female students  
24.687 (%64 of total)



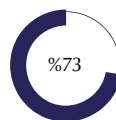
Number of students starting a degree  
6.376

Number of first-generation students starting a degree  
1.566

Number of females starting a degree  
4.065 (% 64 of total)



Number of first-generation females starting a degree  
1.151 (%73 of total)



Number of graduates: Total  
8.671

Number of graduates by subject area  
(STEM, Medicine, Arts & Humanities/Social Sciences): Total  
2.873

Number of graduates: STEM  
350

Number of graduates: Medicine  
1.973

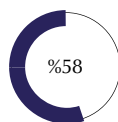


Number of graduates: Arts & Humanities / Social Sciences  
550

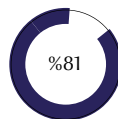
Number of female graduates by subject area  
(STEM, Medicine, Arts & Humanities / Social Sciences): Total  
2.122 (%74 of total)



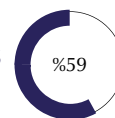
Number of female graduates: STEM  
204 (% 58 of total)



Number of female graduates: Medicine  
1.595 (%81 of total)



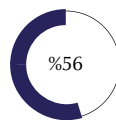
Number of female graduates: Arts & Humanities / Social Sciences  
323 (%59 of total)



## 1.2. Employees

Number of employees  
4.267

Number of female employees  
2.384 (%56 of total)



Number of academic staff  
1.306

Number of female academic staff  
678 (%52 of total)



Number of senior academic staff  
775

Number of female senior academic staff  
361 (47% of total)









### 1.3. Research and development

Number of researchers participate in R&D Projects (2021):

- Project Investigator: 34
- Researcher: 25
- Scholar: 93
- Advisor: 10

Number of female researchers participate in R&D Projects (2021):

- Project Investigator: 12 (% 35 of total) 
- Researcher: 12 (%48 of total) 
- Scholar: 52 (% 56 of total) 
- Advisor: 4 (%40 of total) 

Number of projects belong to undergraduate students (2021):  
91

Number of projects belong to female undergraduate students (2021):  
57 (% 63 of total) 

## 2. Departments to evaluate sustainable development process

### Sustainable Development Application and Research Center

Istanbul Medipol University contributes to research centers and projects providing social assistance, general training, skill development and capacity building to policymakers and legislators on issues such as economy, law, technology, and climate change.

Established in 2021, the Sustainable Development Application and Research Center of Istanbul Medipol University continues its activities together with administrative and academic staff and students to make sustainable and inclusive development goals, which are the cornerstones of social benefit, the main part of education, research and development activities and all relevant cooperation practices.

The Sustainable Development Application and Research Center aims to raise awareness about the United Nations' Sustainable Development Goals. The Center carries out academic, technical, and educational activities in the context of sustainability by building an innovation-based academic eco-system in which political, economic, social, cultural, and ecological problems are identified, solutions are proposed, and know-how generation and management can be carried out.

## 3. Courses (full degrees, or electives) that address sustainability and the gender equality

Various courses have been offered to create a meaningful educational commitment around the Sustainable Development Goals across the university in some or all programs. These courses, which are included in the curriculum, aim to address environmental, economic, and social development in a balanced manner. Sustainable Development Applications (E1) and Social Gender Equality and Economy (E2) are some of the courses offered at Istanbul Medipol University.

## 4. Measurement/tracking women's application rate and acceptance or entry rate

Istanbul Medipol University tracks the number of female students through its online system MEBIS, where all information about the university is kept, and the YÖK ATLAS website, developed by the Council of Higher Education. MEBIS is the digital system in which all relevant information about the university is kept, including the total number of registered students and female students. Comparison at the year level can be made by applying system parameters (E3).

The number of female students entering and graduating from the university is tracked on the YÖK ATLAS website established by the Higher Board of Education, to which Istanbul Medipol University is affiliated. For example, information about the number of female students on scholarship at the Department of Nursing of Istanbul Medipol University is available on the YÖK ATLAS website (E4).





## 5. Maternity and paternity policies that support women's participation

Government laws regulate these policies. Please see Labor Law No. 4857 Articles 74 and 13 (E5).

## 6. Measurement/tracking of women's likelihood of graduating compared to men's, and schemes in place to close any gap

Istanbul Medipol University tracks the number of female students through its online system MEBIS, where all information about the university is kept, and the YÖKATLAS website, developed by the Council of Higher Education. MEBIS is the digital system in which all university information is kept, including the number of students enrolled and female students. It is possible to compare the years using the system's parameters (E6).

In addition, the number of female students entering and graduating from the University is tracked on the YÖKATLAS website established by the Council of Higher Education to which Istanbul Medipol University is affiliated (E7).

## 7. Committees, offices and/or officer (or the equivalent) implement policies, programmes, and trainings related to diversity, equity, inclusion, and human rights

The Office of the Ombudsman for Non-Discrimination and Equality has a specially appointed officer for equality. The main purpose of the office is to raise the awareness of Istanbul Medipol University students and staff against discrimination and to prevent them from encountering any discriminatory behaviors and attitudes on the grounds of language, race, color, gender, political opinion, philosophical belief, religion, sect, and similar reasons, to promote the adoption of the principles of equal and responsible conduct (E8).

The Faculty of Health Sciences established the Commission for Life Without Disabilities to organize seminars, conferences, and similar activities to increase social awareness and sensitivity about disabilities. The commission follows up on the applications and admissions of students with disabilities in collaboration with the University Barrier-Free Student Unit (E9).

## 8. Bodies for policy implements policies regardless of ethnicity, religion, disability, immigration status or gender

The Unit for Students with Disability is at the disposal of disabled students registered at the university for all their academic, social, psychological, and physical needs and offers solutions to their problems. The Unit's Procedures and Principles of Operation ensure that it fulfills its duties and responsibilities as required. The Unit for Students with Disability reports directly to the Rector's Office and works towards ensuring that registered disabled students enjoy equal opportunities in education (E10).

For detailed information on the Unit for Students with Disability activities in 2019, 2020 and 2021, please see the report published (E11).



## 9. Bodies measure/track applications & admissions of underrepresented (and potentially underrepresented) groups

University has various discount/scholarship policies to recruit international students. In addition to academic achievement and admission scholarships/discounts, the university offers an extra 15% Special Country Discount/Scholarship to foreign candidates, considering only the candidate's nationality. The countries included in the Special Country Discount/Scholarship list are selected according to the political and economic difficulties of the countries in question (E12).

The "partner students" assigned by the unit accompany students with a disability throughout the academic year to help them increase their academic success and socialize at the university. These partners are offered a fee in return for their service. Partner students support students with disabilities in their studies and participation in social activities on campus (E13).

## 10. Mentoring/counselling/peer support programmes and activities about gender equality

University's departments and clubs have focused on the concept of gender equality and its scope through various activities.

These activities include the Prevention of Violence Against Women seminar organized by the Department of Health, Culture and Sports, Women's Identity from Past to Present through Cultural and Religious Perspectives seminar organized by the Humanitarian Aid Club, Women and Human Rights seminar organized by the Society and Women Club, I, You and They Artist Women's Century Exhibition, Gender Education and Gender in Education discussion organized by the PDR Community Club and A Problem of Humanity: Violence against Women seminar (E14).

Students raised their voices against gender inequality through the project they prepared in the Sustainable Development Practices course. The group, which created various mock-up brochures and social media materials, drew attention to the goal of SDG 5: Gender Equality via the YouTube video they prepared (E15).

The Human Resources Club expands its sphere of influence by establishing a community called Light of Hope and engaging in dialogue with various institutions. The Club carried out various activities, including the aid project for the village schools in Mardin, and Şanlıurfa, gift sending to children with cancer, the reading festival for students who learned to read and write under more difficult conditions compared to other students and who could not participate in online education during the Covid-19 lockdown times, and Gender and Safe Relationship Training (E16).

Children Crossing Borders Project' supported by the Scientific Research Project (BAP) prepared by Istanbul Medipol University Vocational School of Social Sciences is to facilitate the adaptation of children between the ages of 0-6 living with their mothers in women's penal institutions to the life they will experience after prison. The targeted outcomes include ensuring that children complete this period with the least damage and can be reintegrated into society in the future (E17).





The Faculty of Health Sciences organized the "Women's Employment in National Health" workshop in collaboration with Marmara University Women's Studies Application and Research Center. The workshop included the Hospital Manager's Perspective on Women's Employment in Health, Academician's Perspective on Women's Employment in Health and Pharmaceutical and Insurance Companies' Perspectives on Women's Employment in Health panels, and the topics discussed in these panels included issues about the difficulties experienced by female health workers, glass ceiling syndrome, obstacles to women's employment, mobbing and the place of women in management compared to men in the health sector. Emphasizing Healthy and Quality Life and Gender Equality, the workshop brought together different institutions on the same platform.

The "Sustainable Development Goals from Different Perspectives" book prepared in collaboration with 34 researchers from 19 different institutions and edited by Prof. Burcu Yavuz Tiftikçigil, Director of Sustainable Development Application and Research Center of Istanbul Medipol University, has been published. The book introduces and examines the sub-goals and metrics of the 17 Sustainable Development Goals of the United Nations separately.

## 11. Activities about gender equality in 2021

Total of 90 activities related to sustainable development Goals were carried out in 2021. 14 of them are related to gender equality.

Activity / Training / Project / Cooperation	Regulating
Effectiveness of Prevention of Violence Against Women	Faculty of Law
Gender and Safe Relationship Education	Human Resources Club Light of Hope Society
Dating Violence and Safe Relationships	Human Resources Club Light of Hope Society
Seminar on the Prevention of Violence Against Women	Department of Health, Culture and Sports (HCS)
Women's Identity Seminar with a Cultural and Religious Perspective from the Past to the Present	Humanitarian Aid Club
Seminar on Women and Human Rights	Society and Women's Club
Me, You and Them, the Century of Women Artists Exhibition	Society and Women's Club
Gender Education	Psychological Counseling and Guidance Society
Gender Conversation in Education	Psychological Counseling and Guidance Society
A Problem of Humanity: Violence against Women Seminar	Psychological Counseling and Guidance Society
Raise Your Voice Project Conducted within the Scope of the Sustainable Development Course	Faculty of Business and Management Sciences
Women's Employment in National Health	Faculty of Health Sciences
Children Crossing Borders Project	Vocational School of Social Sciences
Light of Hope	Human Resources Club

## Gender Equality Report Files

E1

<https://www.medipol.edu.tr/akademik/fakulteler/isletme-ve-yonetim-bilimleri-fakultesi/bolumler/uluslararası-lojistik-yonetimi/program-bilgileriing/ders-detayi?DersBolumID=437524>

E2

[Ders Detayı | Medipol Üniversitesi](#)

E3

[MEBİS \(medipol.edu.tr\)](#)

E4

[İSTANBUL MEDİPOL ÜNİVERSİTESİ - Hemşirelik \(Fakülte\) \(203110123\) | YÖK Lisans Atlası \(yok.gov.tr\)](#)

[İSTANBUL MEDİPOL ÜNİVERSİTESİ'ndeki Tüm Lisans Programları | YÖK Lisans Atlası \(yok.gov.tr\)](#)

E5

<https://turkishlaborlaw.com/turkish-labor-law-4857/19-4857-labor-law-english-by-article/>  
<https://www.mevzuat.gov.tr/MevzuatMetin/1.5.4857.pdf>

E6

[MEBİS \(medipol.edu.tr\)](#)

E7

<https://yokatlas.yok.gov.tr/lisans-univ.php?u=2031>

E8

<https://www.medipol.edu.tr/akademik/rektorluge-bagli-birimler/ayrimciligi-onleme-ve-esitlik-ombudsmanligi-birimi>

E9

<https://www.medipol.edu.tr/kampuste-hayat/engelsiz-medipol-birimi>

E10

<https://www.medipol.edu.tr/kampuste-hayat/engelsiz-medipol-birimi>

E11

<https://www.medipol.edu.tr/kampuste-hayat/engelsiz-medipol-birimi/faaliyet-raporlari>

E12

<https://www.medipol.edu.tr/ogrenci/aday-ogrenci/egitim-firsatlari/burs-firsatlari>

E13

<https://www.medipol.edu.tr/kampuste-hayat/engelsiz-medipol-birimi/temel-gorevler/partner-ogrenci-uygulamasi>

E14

<https://www.marmara.edu.tr/news/eskar-ve-istanbul-medipol-universitesi-is-birliginde-ulusal-saglik-sektorunde-kadin-istihdami-calistayi-pandemi-ozel-duzenlendi>

E15

<https://www.medipol.edu.tr/duyurular/surdurulebilir-kalkinma-uygulamalari-dersi-kapsaminda-isletme-ve-yonetim-bilimleri>

E16

<https://www.instagram.com/p/CVH1Ja9gAGC/>  
<https://www.instagram.com/p/CNnbPwPgSM4/>  
[https://www.instagram.com/p/CNX\\_OVHALW8/](https://www.instagram.com/p/CNX_OVHALW8/)  
<https://www.instagram.com/p/CPAr0qqABn0/>  
[https://www.instagram.com/p/CMOxFFuAw\\_v/](https://www.instagram.com/p/CMOxFFuAw_v/)  
[https://www.instagram.com/p/CMO\\_M7iAAAdR/](https://www.instagram.com/p/CMO_M7iAAAdR/)  
<https://www.instagram.com/p/CMXnzhkAqWD/>

E17

<https://akademikbakis.info/istanbul-medipol-universitesi-sosyal-bilimler-myodan-sinirlari-asan-cocuklar-projesi/>