Dokuz Eylül University · SDG Progress Report Series 2025

SDG 5: Gender Equality — Progress Report 2025

Dokuz Eylül University, İzmir, Türkiye · Published by the DEU Sustainability Office, DEKAUM & Social Contribution Coordination Office · Reporting period: 1 January – 31 December 2025 (with 2026 continuity updates)

1. Executive Summary

Strategic Focus & 2025 Highlights: In calendar year 2025, Dokuz Eylül University (DEU) advanced substantive gender equality across student access, academic leadership, degree completion, family-friendly employment, campus childcare, and anti-discrimination governance. Women represent 52.0% of all academic staff (1,484 of 2,855), 60.3% of administrative civil servants (1,595 of 2,644), 47.45% of senior academic staff in full-time equivalents (540 of 1,138 deduplicated professors, deans, directors, and department chairs under Indicator 5.4.1), and 50.54% of all university-wide academic and administrative managerial positions (233 of 461 under GreenMetric Indicator 7.16). In the 2025–2026 academic intake, women accounted for 52.1% of all new student registrations (5,455 of 10,463), 54.9% of new undergraduate faculty registrations (3,367 of 6,137, including 303 first-generation female bachelor's entrants out of 3,362 FTE), and 60.0% of new graduate institute registrations (1,121 of 1,867 from 3,116 female applications). In the 2024–2025 graduation cycle, women earned 53.49% of all ISCED 6–8 degrees (3,804 of 7,111 in Table 73; 3,960 of 7,389 [53.59%] including 156 female medical specialists out of 278 TUÖ/YDUÖ graduates). Women's participation is supported by four campus childcare facilities (Buca, Narlıdere, and Central Campus nurseries/kindergartens plus the DEU Private 75th Year School kindergarten class), two women-only dormitories (298 students), dedicated women's scholarships, executive mentoring, 24-week paid maternity and 10-day paid paternity entitlements, and 157 SDG 5 scholarly outputs recorded in AVESİS.

This report forms part of the Dokuz Eylül University SDG Progress Report Series 2025, which documents the University's audited institutional performance against each of the 17 United Nations Sustainable Development Goals. It covers calendar year 2025 (with continuity milestones from 2026 explicitly marked) and cross-references the Dokuz Eylül University Sustainability Report 2025–2026 (GreenMetric Report DEUSR 26), the 2025 Administrative Activity Report (2025 Yılı İdare Faaliyet Raporu), the 2026–2030 Strategic Plan, and the 15 indicator evidence dossiers prepared for the THE Sustainability Impact Ratings 2027 (Indicators 5.2.1 through 5.6.9).



Figure 1: Outdoor early-childhood learning and storytime at Dokuz Eylül University's campus nurseries and kindergartens (Buca, Narlıdere, and Central Campus), supporting working mothers, fathers, and student mothers across the University (GreenMetric SR-26, p. 22).

2. Commitment, Policy Architecture & Institutional Governance

Dokuz Eylül University governs gender equality, non-discrimination, anti-harassment protection, and family-friendly working and study conditions through binding Senate decisions, dedicated research and application centers, and internationally certified quality management systems:

- **Human Resources and Management Policy (Senate Decision No. 721/11):** Approved by the University Senate on 30 December 2025 (and published in the 2025 Administrative Activity Report, pp. 266–267), committing DEU to equal opportunity—above all equality between women and men—in recruitment, assignment, academic promotion, allocation of duties, and representation, alongside zero tolerance towards discrimination, mobbing, and ethical violations.
- **DEU Policy on Equal Access, Participation and Support for Women in University Life (Indicators 5.3.2, 5.6.1, 5.6.3, 5.6.6, 5.6.9):** Sets out binding provisions on merit-based, gender-neutral undergraduate and graduate admissions (Principles 3(b)–3(c), Section 4.1), non-discrimination against women across all educational and employment processes (Section 4.2), maternity protection supporting women's retention (Section 4.3), paternity and shared parental care policies (Section 4.4), positive action in mentoring, leadership and STEM outreach (Section 4.5), and annual gender monitoring indicators (Section 6).
- **Policy on Combating Gender-Based Discrimination, Violence, Harassment and Assault & Equality Policy (Indicators 5.6.1, 5.6.2, 5.6.8):** Together with DEKAUM's Policy Document against Gender Discrimination, Violence and Sexual Harassment and Equal Opportunities Policy Document, these instruments prohibit direct and indirect discrimination, verbal or digital sexual harassment, sexual assault, and retaliation, while Section 4.7 of the DEU Decent Work Policy and Section 3(a) of the Equality, Prevention of Discrimination and Inclusion Policy uphold constitutional and statutory non-

discrimination (Constitution Art. 10; Law No. 6701 Arts. 3–6; Labour Law No. 4857 Art. 5) covering sex, gender identity, and sexual orientation.

- **DEU Gender Equality Action Plan & Women and Family Studies Centre (DEKAUM):** Coordinated by DEKAUM, the Societal Contribution Coordination Office (established 23 July 2024; Senate Directive No. 698/6 of 21 February 2025), and the DEU Sustainability Office, the Gender Equality Action Plan tracks quantitative targets across admissions, senior academic leadership, parental leave take-up, and anti-violence training.
- **YÖKAK Full Accreditation, KALBİS & Integrated Management System:** Rectorate administrative services operate under ISO 9001:2015, ISO 14001, ISO 50001, and ISO 22000 certifications. DEU holds full 5-year institutional accreditation from the Higher Education Quality Council of Türkiye (YÖKAK, valid until 28 June 2027) and tracks unit gender and social contribution outputs in the KALBİS Quality Information System across 419 completed Plan–Do–Check–Act (PDCA) cycles (2025 Administrative Activity Report, pp. 243–244, 316).

3. Summary Progress Metrics (2024 vs. 2025)

Table 1 summarizes Dokuz Eylül University's verified institutional performance across all SDG 5 indicators for calendar year 2025 (and the 2024–2025 / 2025–2026 academic cycles):

THE Indicator / Gender Equality Metric	2024 Baseline / Context	2025 Verified Result	Women Share / Rate	Primary Source / Authority
5.2.1 Women Starting First-Cycle Degree (FTE)	3,490 FTE	3,362 FTE (3,367 Tab. 62)	54.9% of faculty intake	Student Affairs Dept (2025)
5.2.1 First-Generation Women Entrants (FTE)	Baseline survey	303 FTE women	9.01% of female intake	DEBİS/ÖBS Entrant Survey
5.3.1 New Registrations Across All Levels	6,547 of 12,444	5,455 of 10,463	52.14% women	2025 Faaliyet Raporu (Table 62)
5.3.1 Graduate Applications & Approval Rate	—	3,116 of 5,267 apps	59.16% W (96.0% appr.)	Graduate Institutes (2025–2026)
5.3.1 New Graduate Institute Registrations	—	1,121 of 1,867	60.04% women	2025 Faaliyet Raporu (Table 62)
5.3.1 Total Enrolled Students (Regular)	30,786 of 65,863	28,554 of 59,567	47.94% women	2025 Faaliyet Raporu (Table 62)
5.3.3 Women in Women-Only Dormitories	290 residents	298 women students	100% women (278+20)	SKS Dormitory Records (p. 98)
5.3.4 New Entrants: Engineering / Maritime / Sci.	—	271 / 104 / 163 women	34.7% / 36.0% / 46.4%	Table 62 & STEM Outreach

THE Indicator / Gender Equality Metric	2024 Baseline / Context	2025 Verified Result	Women Share / Rate	Primary Source / Authority
5.4.1 Senior Female Academic Staff (FTE)	525 of 1,120	540 of 1,138 FTE	47.45% women	Updated 5.4.1 Data Note
5.4.1 Female Full Professors (Headcount/FTE)	448 of 950	462 of 966 professors	47.83% women	Table 28 & Personnel Dept
5.6.1 All Women Academic Staff (Headcount)	1,490 of 2,880	1,484 of 2,855	51.98% women	2025 Faaliyet Raporu (Table 30)
5.6.1 All Women Administrative Civil Servants	1,638 of 2,725	1,595 of 2,644	60.33% women	2025 Faaliyet Raporu (Table 39)
GreenMetric 7.16 Women in Leadership Positions	220 of 450	233 of 461 positions	50.54% women	GreenMetric SR-26 (p. 160)
8.2.7 Within-Scale Statutory Gender Pay Gap	0.0% gap	0.0% gap (7,741 staff)	100% scale parity	Laws No. 2914 & 657 (8.2.7)
5.5.1 Female Graduates (Standard ISCED 6–8)	3,980 of 7,450	3,804 of 7,111 (Tab. 73)	53.49% women	2025 Faaliyet Raporu (Table 73)
5.5.1 Female Graduates (incl. 278 TUÖ/YDUÖ)	—	3,960 of 7,389	53.59% women	Table 73 + 278 Med. Specialists
5.6.3 / 5.6.9 Paid Maternity / Paternity Leave	16 wks / 10 days	16→24 wks / 10 days	100% approval rate	Law No. 657 & Law No. 7578
5.6.4 / 5.6.5 Campus Childcare Facilities	4 facilities	4 campus facilities	Ages 1–6 (08:30+)	Buca, Narlıdere, Central Campus & 75. Yıl
5.6.6 Women Students in Mentoring / Advising	30,786 advised	28,554 advised (+25 exec)	100% (>10% threshold)	DEBİS Advising & Business Fac.
AVESİS Scholarly Outputs Tagged to SDG 5	134 outputs	157 outputs (88 pubs)	6 categories tracked	AVESİS Database (2025–2026)

4. Student Access Measures, First-Generation Women & STEM Outreach (Indicators 5.2.1 & 5.3.1–5.3.4)

4.1 First-Generation Female Students (Indicator 5.2.1) & Access Tracking (Indicators 5.3.1–5.3.2)

Under Indicator 5.2.1, Dokuz Eylül University tracks the full-time-equivalent (FTE) number of women starting a first-cycle bachelor's degree (ISCED level 6) and the subset who are first-generation university entrants (the first person in their immediate family to attend university at any level). In calendar year 2025, 3,362 FTE women began a first-cycle bachelor's degree at DEU (corresponding to the 3,367 women newly registered in faculties at the start of the 2025–2026 academic year in Table 62, adjusted to the bachelor's-only calendar-year definition). Of these 3,362 FTE female entrants, 303 women (9.01%) reported first-generation status in the Student Affairs Department's DEBİS/ÖBS entrant survey and socio-demographic registration records.

Across all levels of study, DEU systematically tracks and publishes women's application, approval, and registration rates (Indicators 5.3.1 and 5.3.2). While undergraduate and associate-degree placements are conducted centrally by ÖSYM based strictly on national examination scores, graduate applications are submitted directly to DEU's 10 graduate institutes, where gender, approval, rejection, and entry rates are tracked in full:

Academic Unit Type / Graduate Application Stage	Women (2025–2026)	Men (2025–2026)	Total (2025–2026)	Women Share / Rate (%)
New Registrations: Undergraduate Faculties (ISCED 6)	3,367	2,770	6,137	54.86%
New Registrations: School of Applied Sciences (ISCED 6)	14	9	23	60.87%
New Registrations: State Conservatory (ISCED 6)	29	17	46	63.04%
New Registrations: Vocational Schools (Associate, ISCED 5)	924	1,466	2,390	38.66%
New Registrations: Graduate Institutes (ISCED 7 & 8)	1,121	746	1,867	60.04%
Total New Registrations Across All Units (Table 62)	**5,455**	**5,008**	**10,463**	**52.14%**
Graduate Applications Submitted (All Graduate Institutes)	3,116	2,151	5,267	59.16%
Graduate Applications Approved (96.0% W vs. 95.9% M)	2,992	2,062	5,054	59.20%

Academic Unit Type / Graduate Application Stage	Women (2025–2026)	Men (2025–2026)	Total (2025–2026)	Women Share / Rate (%)
Graduate Applications Rejected / Pending or Correction	124 (78+46)	89 (38+51)	213 (116+97)	58.22%
Graduate Entry Rate (New Registrations ÷ Submitted Apps)	36.0% (1,121)	34.7% (746)	35.4% (1,867)	60.04% of entrants
Total Enrolled Students (2025–2026 Table 62 / Oct 2025)	**28,554 (29,123)**	**31,013 (31,924)**	**59,567 (61,047)**	**47.94% (47.71%)**

4.2 Women's Access Schemes, Scholarships & Safe Accommodation (Indicator 5.3.3)

To eliminate financial, housing, and career barriers for female students, DEU operates a multi-pillared suite of access and retention schemes:

- **Dedicated Women's Scholarships (İZİMDER & TÜKD İzmir Branch):** The alumni association of the Faculty of Economics and Administrative Sciences (İZİMDER) administers the Prof. Dr. Özlem Doğan Scholarship Pool exclusively for low-income female undergraduate students aged 24 or under (providing TRY 2,000 per month for nine months from October to June; 2025 applications closed 4 March 2025). Similarly, the Turkish University Women Association (TÜKD) İzmir Branch awards annual scholarships to female undergraduates across DEU faculties (announced by the Faculty of Law on 22 September 2025). These targeted funds complement DEU's University Meal Scholarship Programme (25,256 free meals served to 695 low-income students in 2025, up 36.3% from 18,535 in 2024; Table 77) and the İŞKUR Youth Programme (4,000 campus quota places with a daily stipend of TRY 1,083 in 2025).
- **Women-Only University Residences (298 Female Residents in 2025):** The Department of Health, Culture and Sports (SKS) operates two dedicated residences reserved exclusively for women students: the Buca Girls' Student Dormitory (176 rooms: 160 single, 4 double, and 12 triple rooms, housing 278 women students in 2025) and the Seferihisar Girls' Student Guesthouse (14 rooms: 6 double and 8 six-bed rooms, housing 20 women students in 2025), providing safe, affordable accommodation for 298 female students (2025 Administrative Activity Report, pp. 98–99).

4.3 Encouraging Women's Applications in Underrepresented STEM & Maritime Subjects (Indicator 5.3.4)

Annual enrolment tracking in Table 62 identifies specific technical disciplines where women remain below the 54.9% all-faculty average: in the 2025–2026 intake, women accounted for 34.7% of new students in the Faculty of Engineering (271 women, 510 men; 781 total), 36.0% in the Maritime Faculty (104 women, 185 men; 289 total), and 46.4% in the Faculty of Science (163 women, 188 men; 351 total). DEU addresses this through targeted university outreach and regional/national collaborations: (1) organizing the workshop 'Women and Decarbonization in the Turkish Maritime Industry: Key Findings and Recommendations' in İstanbul (June 2025, M. Doymuş); (2) publishing the edited volume 'Kadın Odaklı Sosyal Politikalar ve Hizmetler' (March 2026, ed. N. Konuk Kandemir, 13 chapters including a dedicated

study on women's representation in STEM); (3) engaging thousands of secondary-school girls in hands-on STEM experiments during the Twin Transition Science Festival (25–27 September 2025), the TÜBİTAK 4007 Science Fair (20–22 February 2025, led by female coordinator Assist. Prof. Dr. Elif Gamze Özcan), and the 2nd National Basic Sciences Youth Symposium (21–22 May 2025); (4) showcasing female aerospace engineering students from DEU's TEKNOFEST 2025 Türkiye Champion Roket9 Team during high-school promotion days; and (5) participating in the İzmir Provincial Coordination Board for the Empowerment of Women convened by the Governorship of İzmir and the Ministry of Family and Social Services (6 May 2026).



Figure 2: Dokuz Eylül University Central Campus, housing the Faculties of Engineering, Science, Architecture, Business, and Law, where targeted STEM outreach and mentoring support women's academic progression.

5. Senior Female Academics, Pay Equity & Institutional Leadership (Indicator 5.4.1)

Dokuz Eylül University exhibits one of the strongest female academic and managerial profiles in Turkish higher education. Across the entire academic workforce in 2025, women hold 1,484 of 2,855 academic posts (52.0%, Table 30), while across administrative civil servants, women hold 1,595 of 2,644 posts (60.3%, Table 39). Under statutory public salary scales (Higher Education Personnel Law No. 2914, Civil Servants Law No. 657, and collective labour agreements under Law No. 6356), DEU maintains a verified 0.0% within-scale gender pay gap across all 7,741 employees (Indicator 8.2.7).

For Indicator 5.4.1 (Proportion of Senior Female Academics), DEU applies THE's strict full-time-equivalent (FTE) definition covering professors, rectors, vice-rectors, deans, institute and school directors, and department heads, counting each individual exactly once in the first role in which they appear and excluding honorary roles and staff on unpaid leave. As certified by the Personnel Department for calendar year 2025, women constitute 540 of 1,138 senior academic staff FTE (47.45%). Furthermore, under UI GreenMetric Indicator 7.16 (Sustainability Report 2025–2026, p. 160), women hold 233 of 461 total academic and administrative leadership positions across the University (50.54%):

Senior Academic / Institutional Leadership Category	Women (2025)	Total (2025)	Women Share (%)	Counting Rule & Official Data Source
Full Professors (FTE, Law No. 2914 Grade 1)	462	966	47.83%	5.4.1 Role 1 — DEU (2026) Table 28 & Personnel Dept
Rector and Vice-Rectors (not counted above as Professors)	1	3	33.33%	5.4.1 Role 2 — Deduplicated FTE, Personnel Dept
Deans & Directors of Institutes/Schools (not counted above)	17	37	45.95%	5.4.1 Role 3 — Deduplicated FTE, Personnel Dept
Heads of Academic Department (not counted above)	60	132	45.45%	5.4.1 Role 4 — Deduplicated FTE, Personnel Dept
Total Senior Academic Staff (THE Indicator 5.4.1 FTE)	**540**	**1,138**	**47.45%**	**Certified 5.4.1 Portal Submission Value (FTE)**
All Academic Staff Across All Titles (Headcount, Table 30)	**1,484**	**2,855**	**51.98%**	**2025 Faaliyet Raporu (Table 30, p. 56)**
All Administrative Civil Servants (Law No. 657 4/A, Table 39)	**1,595**	**2,644**	**60.33%**	**2025 Faaliyet Raporu (Table 39, p. 66)**
Contracted Administrative/Health Staff (Law No. 657 4/B)	239	526	45.44%	2025 Faaliyet Raporu (Section 4.2, p. 71)
All University Leadership & Managerial Positions (GM 7.16)	**233**	**461**	**50.54%**	**GreenMetric Report DEUSR 26 (Indicator 7.16, p. 160)**

6. Female Degrees Awarded & Graduation Rate Tracking (Indicators 5.5.1 & 5.6.7)

Between 1 November 2024 and 31 October 2025, Dokuz Eylül University awarded 9,173 total degrees across all levels (2025 Administrative Activity Report, Table 72). Excluding the 1,857 short-cycle associate degrees (ISCED level 5) awarded by vocational schools yields 7,111 standard ISCED 6–8 graduates in Table 73 (5,698 in faculties, 99 in the School of Applied Sciences, 15 in the State Conservatory, and 1,299 in graduate institutes; Table 72 reports 7,316). When the 278 graduated medical specialists from the Faculty of Medicine (237 main-specialty TUÖ graduates [133 women, 104 men] and 41 subspecialty YDUÖ fellows [23 women, 18 men], totaling 156 women and 122 men at ISCED 8 equivalency under Official Gazette No. 31942) are included as in SDG 3 (Indicator 3.2.1), the expanded ISCED 6–8 graduate total reaches 7,389.

Across all ISCED 6–8 programmes, women earned 3,804 of 7,111 standard degrees (53.49%; or 3,914 of 7,316 [53.50%] in Table 72) and 3,960 of 7,389 degrees in the expanded scope (53.59%). Because women's share of graduates (53.5%) surpasses women's share of total student enrolment (47.9%), female students at DEU demonstrate a higher overall likelihood of graduating than male students (Indicator 5.6.7). Table 3 details the disaggregation by THE subject area (Indicator 5.5.1) and by ISCED level (Indicator 5.6.7):

THE Broad Subject Area / ISCED Level	Women Graduates	Men Graduates	Total Graduates	Women Share (%)	Academic Units / Cohort Scope Included
STEM (ISCED 6–8, Indicator 5.5.1)	694	1,054	1,748	39.70%	Engineering, Science, Architecture, Maritime, Grad. Nat./Applied Sci., Marine Sci. Inst.
Medicine & Health (Standard ISCED 6–8)	512	321	833	61.46%	Medicine (269), Nursing (253), Physiotherapy (87), Vet., Health Sci. Inst. (145), İBG (35), Oncology
Medicine & Health (Expanded incl. TUÖ/YDUÖ)	668	443	1,111	60.13%	Standard Medicine/Health (833) + 278 TUÖ/YDUÖ medical specialists (156 W / 122 M)
Arts, Humanities & Social Sciences (ISCED 6–8)	2,598	1,932	4,530	57.35%	Education (858), Letters (515), Law, İİBF, Business, Fine Arts, Theology, Tourism, Sport, Grad. Soc./Ed./Art
Undergraduate Total (Bachelor's, ISCED 6)	3,054	2,758	5,812	52.55%	18 Faculties (5,698), School of Applied Sciences (99), State Conservatory (15) (Table 73)
Master's Total (ISCED 7, Graduate Institutes)	585	455	1,040	56.25%	10 Graduate Institutes — Master's degree completions (2–3 yr statutory window)
Doctoral Total (ISCED 8, Standard PhD)	165	94	259	63.71%	10 Graduate Institutes — Doctoral degree completions (4–6 yr statutory window)
Doctoral & Medical Specialty (ISCED 8 Expanded)	321	216	537	59.78%	259 PhD graduates + 278 TUÖ/YDUÖ medical specialists (156 W / 122 M)
Total ISCED 6–8 Graduates (Standard Table 73)	**3,804**	**3,307**	**7,111**	**53.49%**	**Certified Table 73 baseline (3,914 W / 7,316 Total = 53.50% in Table 72)**

THE Broad Subject Area / ISCED Level	Women Graduates	Men Graduates	Total Graduates	Women Share (%)	Academic Units / Cohort Scope Included
Total ISCED 6–8 Graduates (Expanded Scope)	**3,960**	**3,429**	**7,389**	**53.59%**	**Standard Table 73 (7,111) + 278 graduated TUÖ/YDUÖ medical specialists**

7. Comprehensive Women's Progress Measures (Indicators 5.6.1–5.6.9)

7.1 Non-Discrimination, Transgender Inclusion & Whistleblower Safeguards (Indicators 5.6.1, 5.6.2 & 5.6.8)

Dokuz Eylül University enforces a comprehensive anti-discrimination and anti-retaliation regime protecting all students, academic and administrative staff, guests, and suppliers:

- **Non-Discrimination Against Women & Transgender People (5.6.1 & 5.6.2):** Section 4.2 and Principle 3(e) of the DEU Policy on Equal Access, Participation and Support for Women prohibit direct or indirect discrimination against women in education, employment, promotion, commission appointments, research funding, and internships. Under Article 10 of the Turkish Constitution, Articles 3–6 of Law No. 6701, Article 5 of Labour Law No. 4857, Section 3(a) of the DEU Equality Policy, and Section 4.7 of the DEU Decent Work Policy, non-discrimination protections apply equally to all individuals without distinction as to sex, gender identity, or sexual orientation.
- **Confidential Reporting & Protection Against Retaliation (5.6.8):** Section 4.3 of the DEU Equality Policy and Principle 3(e) / Section 4.1 of the Policy on Combating Gender-Based Discrimination, Violence, Harassment and Assault guarantee that any student or employee who reports discrimination or testifies in good faith suffers no disadvantage in grading, academic advising, employment, promotion, or campus services, classifying retaliation ('intikam amacıyla iş veya eğitim yaşamının zorlaştırılması') as an independent disciplinary offense. Complaints are handled confidentially by DEKAUM and the DEU Mobbing Unit (governed by Management Board Procedures amended on 5 May 2015, Arts. 8–11). On 21 March 2025, 62 Faculty of Medicine teaching staff completed in-service Mobbing Awareness Training (Faaliyet Raporu, p. 232).

7.2 Maternity & Paternity Policies Supporting Shared Care (Indicators 5.6.3 & 5.6.9)

Under Sections 4.3 and 4.4 of the DEU Policy on Equal Access, Participation and Support for Women and Goal 4 of DEKAUM's Equal Opportunities Policy Document, 100% of eligible maternity, paternity, and parental leave applications are approved across all personnel categories, while women students enjoy protected academic leave of absence:

Entitlement Category (Indicators 5.6.3 & 5.6.9)	Beneficiary Group at DEU	2025 Statutory Entitlement & 2026 Expansion	Legal & Institutional Basis
Paid Maternity Leave (5.6.3)	Women academic & administrative civil servants (3,079 W) and 4/B–4/D staff	16 weeks full pay in 2025 (8 wks pre + 8 wks post; +2 wks multiple birth); extended to 24 weeks (8 pre + 16 post) on 1 May 2026 (retroactive window 4–15 May 2026 for births after 15 Oct 2025)	Law No. 657 Art. 104(A); Law No. 4857 Art. 74; Law No. 7578 (1 May 2026)
Post-Maternity Half-Time Working (5.6.3)	Women academic & administrative civil servants	50% of daily working hours at full pay for 2 months (1st birth), 4 months (2nd birth), or 6 months (3rd+ birth; +1 mo multiple)	Law No. 657 Art. 104
Daily Paid Breastfeeding Leave (5.6.3)	Women academic/admin staff & workers	Civil servants: 3 hrs/day (first 6 mos) & 1.5 hrs/day (second 6 mos) at mother's chosen hours; Workers: 1.5 hrs/day until age 1	Law No. 657 Art. 104(D); Law No. 4857 Art. 74
Unpaid Childcare Leave — Mothers (5.6.3)	Women academic & administrative staff	Up to 24 months following paid maternity leave, granted on request with guaranteed post return	Law No. 657 Art. 108(B)
Student Maternity Leave of Absence (5.6.3)	All enrolled women students (28,554 W)	1–2 semesters per application (up to 4 semesters total), excluded from maximum study duration; excused makeup exams	DEU Education Regulation (No. 28023), Arts. 18(2), 21, 31, 32(a)
Paid Paternity Leave — Civil Servants & 4/B (5.6.9)	Male academic, administrative & 4/B contract staff	10 days fully paid leave upon the birth of a child, granted on request	Law No. 657 Art. 104(B); Decision No. 7/15754 Art. 9
Paid Paternity Leave — Workers (5.6.9)	Male permanent workers (Law No. 4857)	5 days fully paid in 2025; increased to 10 days fully paid from 1 May 2026	Law No. 4857 Add. Art. 2; Law No. 7578
Unpaid Childcare Leave — Fathers (5.6.9)	Male academic & administrative staff whose spouse gives birth	Up to 24 months from date of birth on request (plus transfer of remaining paid leave if mother dies)	Law No. 657 Arts. 108(B) & 104(A)

7.3 Accessible On-Campus Childcare for Students, Staff & Faculty (Indicators 5.6.4 & 5.6.5)

Dokuz Eylül University operates four on-campus early-childhood care and preschool facilities governed by the DEU Nursery and Kindergarten Implementation Principles (dated 10 November 2009, administered by the Health, Culture and Sports Department) and the DEU Private 75th Year Educational Institutions. Crucially, the SKS nurseries and kindergartens admit the children (aged 12 to 72 months) of both university employees (Art. 29(a), Indicator 5.6.5) and enrolled university students (Indicator 5.6.4) on a

cost-recovery monthly fee basis with a 10% sibling discount (Arts. 30–31) and opening hours starting at 08:30:

Campus Childcare Facility	Campus Location	Age Group Served	Eligible Parents	Key Operational Features & 2025 Scope
Buca Nursery and Kindergarten (SKS)	Buca Campus (Faculty of Education)	12–72 months (Ages 1–6)	Students, Academic & Admin Staff	Opens 08:30; 10% sibling discount; adjacent to Buca Education Faculty classrooms
Narlıdere Nursery and Kindergarten (SKS)	Narlıdere Health Campus (Medicine/Nursing)	12–72 months (Ages 1–6)	Students, Academic & Admin Staff	Opens 08:30; serves hospital clinicians, medical/nursing faculty & students
Central Campus Nursery and Kindergarten (SKS)	Central Campus, Buca	12–72 months (Ages 1–6)	Students, Academic & Admin Staff	Opens 08:30; serves Engineering, Science, Architecture, Business & Law units
Kindergarten Class, DEU Private 75th Year School	Central Campus, Buca (30,000 m²)	Ages 4–6 (Preschool)	Staff, Faculty & Student Parents	~50 preschool children within 480-pupil school (90 staff); discounted staff tuition (SR-26 p. 19)



Figure 4: Indoor Montessori and early-childhood classroom at Dokuz Eylül University's campus kindergartens, enabling student mothers and staff to pursue full-time daytime courses and academic careers (GreenMetric SR-26, p. 22).



Figure 5: Aerial view of the 30,000 m² DEU Private 75th Year Educational Institutions on the Central Campus in Buca, hosting ~50 preschool children in its kindergarten class alongside primary and secondary cohorts (GreenMetric SR-26, p. 22).

7.4 Women's Mentoring, Academic Advising & Counselling Schemes (Indicator 5.6.6)

Under Indicator 5.6.6, DEU exceeds THE's 10% female student participation threshold (which corresponds to 2,856 of the 28,554 enrolled female students) through four complementary mentoring and guidance mechanisms: (1) Universal Academic Advising, where 100% of enrolled female students (28,554 women in 2025–2026) are assigned a departmental faculty adviser in DEBİS for continuous course, research, and career mentoring; (2) the Women in Business Executive Mentoring Scheme at the Faculty of Business, in which 14 senior women executives served as volunteer career mentors to 30 students in 2025, of whom 25 (83.3%) were women; (3) the Career Planning and Alumni Relations Coordination Office (KPMİ), which delivered 191 individual career counselling sessions and 2,915 career development events with 89,299 participants in 2025 (Faaliyet Raporu, Table 131, pp. 245–246); and (4) free psychological counselling and guidance at the MEDİKO Health Centre, which supported 654 students in 2025 (following 1,265 in 2024 and 1,048 in 2023; Table 74).

8. Teaching, Graduate Studies & Scholarly Research on SDG 5

Graduate education and interdisciplinary scholarship on gender equality at DEU are anchored in the Department of Women's Studies (Kadın Çalışmaları Anabilim Dalı) of the Graduate School of Social Sciences, founded in 2013, alongside DEKAUM and faculties across the University:

- **MA in Women's Studies & PhD in Women and Family Studies:** The Department of Women's Studies offers a thesis-based Master's programme (120 ECTS, with 55 master's theses completed to date) and a Doctoral programme in Women and Family Studies, alongside an active Erasmus+ partnership with TU Dortmund University in Women's Studies (GreenMetric SR-26, p. 137). Compulsory courses include The Fight Against Discrimination and Gender Equality Policies in the EU, Gender Equality and Violence Against Women, Gender, Media and Cultural Representation, and Women in Working Life and Employment, complemented by electives such as Feminist Theory, Ecofeminism, and Education Policies and Gender Equality.

- **Undergraduate Curricular Integration Across Faculties:** Within the 2,492 sustainability-related courses mapped across 531 degree programmes in 2025–2026 (GreenMetric SR-26, pp. 143–144), faculties deliver dedicated courses on gender equality, including Women in Business (Faculty of Business), Gender Inequalities in Education and Work (PDE 2016) and Gender Discrimination in Children's Rights (SNE 1005) at Buca Faculty of Education, and Women's Rights and CEDAW modules at the Faculty of Law.

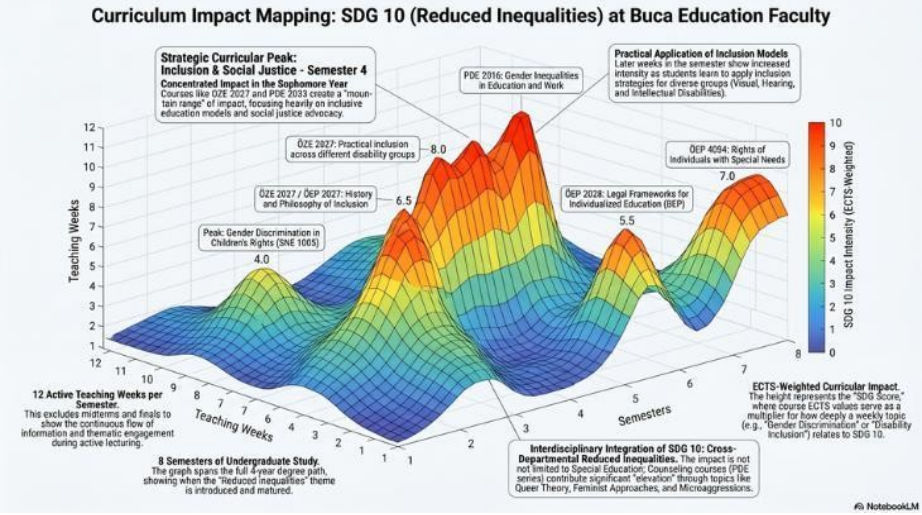

Figure 6: 3D Curriculum Impact Mapping at Buca Faculty of Education illustrating ECTS-weighted curricular peaks in Gender Inequalities in Education and Work (PDE 2016), Gender Discrimination in Children's Rights (SNE 1005), and Feminist Approaches (GreenMetric SR-26, p. 144).

In the University's AVESİS Academic Data Management System, researchers tag their scholarly outputs directly to the UN Sustainable Development Goals. For the 2025–2026 reporting window, AVESİS records 157 scholarly outputs tagged to SDG 5 (Gender Equality):

Peer-Reviewed Publications	Funded Research Projects	Organised Scientific Events	Conference Participations	Postgraduate Theses	SDG 5 Tagged Courses	Total AVESİS SDG 5 Records
88	4	8	22	12 (55 cumulative MA)	17+	157

9. Partnerships, Public Events & Social Contribution (2025–2026)

In the 2025 Social Contribution Strategic Analysis and Activity Report (1 October 2024 – 1 October 2025), DEU recorded approximately 3,900 social contribution activities across eight thematic areas (and 5,925 total public events (also including social contribution activities) in calendar year 2025 against a strategic-plan target of 4,500; Faaliyet Raporu, p. 315), including 190 social service activities delivered by 31 units and 294 audited social responsibility projects (ranking 4th in Türkiye in YÖK's national evaluation). Key SDG 5 partnerships, international projects, and public events in 2025 and spring 2026 include:

Date / Period	Event, Project or Institutional Partnership	Lead DEU Unit / Researchers	Scope & Verification Record
2025–2028	Erasmus+ KA2 Project 'VoWoCo — Volcanoes' Women Co-Creation: Empowering Women Transitioning into the Workforce & Revitalising Women Entrepreneurs'	Faculty of Business (Özgen Ö., Öztürk E. B., Demirel B.)	International EU grant project on women's workforce entry & entrepreneurship (AVESİS)
20 Mar 2025 & 21 Jul 2025	İzmir Governorship Family Policy Protocol & DEU Commission for the Strengthening and Protection of the Family	Rectorate, DEKAUM & Societal Contribution Office	Provincial family & women's empowerment coordination (DEU 2026, Table 120)
21 Mar 2025	In-Service Mobbing Awareness Training for Academic Staff	Faculty of Medicine & Mobbing Unit	62 teaching staff trained on workplace anti-mobbing (DEU 2026, p. 232)
May 2025	Symposium 'Diversity in Social Inclusion', Linz, Austria (Event Organisation)	Buca Faculty of Education (Karabey B.)	International inclusion & gender diversity symposium (AVESİS)
Jun 2025	Workshop 'Women and Decarbonization in the Turkish Maritime Industry: Key Findings and Recommendations', İstanbul	Maritime Faculty (Doymuş M.)	Outreach for women in underrepresented maritime & green shipping careers (5.3.4)
26 Jun 2025	Online Seminar 'Sexual Violence in the Workplace and its Legal Consequences'	DEKAUM, Faculty of Law & Societal Contribution Office	University-wide legal rights & anti-harassment training (dekaum.deu.edu.tr)
16 Jul 2025 & 26 Sep 2025	Seminars 'A Look at Feminist Legal Theory' and 'Intergenerational Narratives of Motherhood'	Societal Contribution Coordination Office	Public & academic gender equality seminar series (DEU 2026, Table 120)
Nov 2025	'Stop Violence on Women' International Mail-Art and Poetry Group Exhibition	Faculty of Fine Arts (Batur G.)	Artistic public awareness campaign against gender-based violence (AVESİS)
7 Nov, 24 Nov & 25 Nov 2025	Ministry Social Inclusion Training (7 Nov); Training on Combating Violence Against Women (24 Nov); Conference 'Women-Focused Social Policies and Services' (25 Nov)	Department of Women's Studies & Societal Contribution Office	Flagship November 25 International Day for the Elimination of Violence Against Women programme (Table 120)
11 Dec 2025	Panel 'Women in Working Life' & Human Rights Day CEDAW Conference / Violence Agenda Panel	Dept. of Women's Studies; Güveyi N.; Duva Kaya Ö.	Equal employment, maternal/paternal rights & CEDAW protection (Table 120 & AVESİS)

Date / Period	Event, Project or Institutional Partnership	Lead DEU Unit / Researchers	Scope & Verification Record
2025 & Apr 2026	COST Action IG20137 NEXT-GENDER Workshop (Athens, Apr 2026); VOICES Final Conference (Paris, 2025); Mentorship Dialogue (Düsseldorf, 2025)	Kurtoğlu Eskişar G. M. (Faculty of Business / İİBF)	European leadership in gender equality in research & academic mentorship (AVESİS)
2025 & Mar 2026	Books: 'Career Barriers: Working Women through Research' (Çetin C., 2025) & 'Kadın Odaklı Sosyal Politikalar ve Hizmetler' (ed. Konuk Kandemir N., Mar 2026, 13 chapters)	Faculty of Business & Department of Women's Studies	Scholarly volumes on female career barriers, women in STEM & anti-violence policy
3–8 Mar, 26 Mar & 6 May 2026	Law No. 6284 Protection Seminar (3 Mar); Women's Rights Conference (6 Mar, 120 participants, SR-26 p. 124); İZİKAD Visit (26 Mar); İzmir Provincial Board for Empowerment of Women (6 May)	DEKAUM, Dept. of Women's Studies & Career Law Student Society	2026 spring continuity in regional women's policy and legal literacy



Figure 7: Dokuz Eylül University Sabancı Cultural Palace in Konak, serving as the central metropolitan venue for public conferences on women's rights, CEDAW, and gender-focused social policies.

10. Alignment with UI GreenMetric World University Rankings Data

Dokuz Eylül University's Sustainability Report 2025–2026 (GreenMetric Report DEUSR 26) directly links campus infrastructure, educational courses, student community projects, and governance indicators to SDG 5:

GreenMetric Code	GreenMetric Indicator Title	SDG 5 Relation	2025–2026 DEU Verified Result (DEUSR 26)
1.15 (SI.5)	Campus Facilities for Disabled, Special Needs and/or Maternity Care	Primary / Core	Buca, Narlıdere & Central Campus nurseries/kindergartens + DEU 75th Year School (480 pupils, ~50 preschool children, 90 staff); 11 YÖK Flags & 25 Program Awards (pp. 18–22)
7.16 (GD)	Number of Female Representation on Leadership Positions	Primary / Core	233 women out of 461 academic and administrative leadership positions across DEU (50.54% female representation; p. 160)
6.1 – 6.3 (ED)	Sustainability-Related Courses & Study Programmes	Secondary	2,492 SDG-related courses out of 11,236 (22.2%) across 531 of 884 degree programmes (60.1%), including MA/PhD in Women's Studies (pp. 99–111)
6.9 (ED)	Scholarly Publications on Sustainability (incl. Gender Keywords)	Secondary	~2,250 sustainability publications in Google Scholar (incl. 'women, woman, gender, equality') & 157 SDG 5 AVESİS records (p. 113)
6.11 & 6.15 (ED)	Sustainability Events & Student Community Service Projects	Secondary	Women's Rights Conference (6 Mar 2026, 120 participants), Breast Cancer Awareness (200 participants), and student gender equality campaigns (pp. 124, 137–139)
6.20 (ED)	Impact of Education and Research Programs on SDGs (Heatmaps)	Primary / Core	University-wide SDG Curriculum Mapping & 3D Heatmaps identifying SDG 5 as a dominant goal across faculties and graduate schools (pp. 143–144)



Figure 8: Student community social inclusion, child well-being, and gender equality outreach activities organized across Dokuz Eylül University campuses in 2025–2026 (GreenMetric SR-26, p. 138).

11. Continuous Improvement & Strategic Roadmap (2026–2030)

Aligned with the DEU 2026–2030 Strategic Plan (Stratejik Plan 2026–2030) and the DEU Gender Equality Action Plan, the University has established four institutional priorities for 2026–2027:

- **Full Implementation of the 24-Week Maternity & 10-Day Paternity Leave Reform (5.6.3 & 5.6.9):** Monitoring 100% take-up and smooth return-to-work transitions under Law No. 7578 (effective 1 May 2026), which expanded paid maternity leave from 16 to 24 weeks and equalized paid paternity leave at 10 days across civil servants, contracted personnel, and permanent workers.
- **Closing Gender Gaps in Engineering and Maritime Intake (5.3.4):** Expanding high-school girls' STEM academies, Twin Transition Science Festival fellowships, and maritime decarbonization workshops to

raise women's new-entrant share in the Faculty of Engineering (currently 34.7%) and Maritime Faculty (36.0%) toward 40%+ by 2028.

- **Scaling Executive & Peer Mentoring Across Faculties (5.3.3 & 5.6.6):** Extending the Faculty of Business 'Women in Business' executive mentoring model and İZİKAD / TÜKD partnerships to STEM, Law, and Health Sciences faculties while tracking gender-disaggregated KPMİ career counselling outcomes in KALBİS.
- **Longitudinal Cohort Graduation & First-Generation Tracking (5.2.1, 5.5.1 & 5.6.7):** Publishing annual DEBİS/ÖBS cohort completion tables by gender, ISCED level, and first-generation status in the Sustainability Office's Green Campus portal.

12. Institutional Contact & References

Responsible Units & Contact: DEU Sustainability Office, Women and Family Studies Application and Research Centre (DEKAUM), Social Contribution Coordination Office & Institutional Data Management Coordination Unit, Dokuz Eylül University, Cumhuriyet Bulvarı No: 144, 35210 Alsancak, Konak, İzmir, Türkiye · Websites: https://greencampus.deu.edu.tr · https://dekaum.deu.edu.tr · https://kadincalismalari.deu.edu.tr · https://toplumsalkatki.deu.edu.tr · Contact: deu.veriyonetimi@deu.edu.tr; dekaum@deu.edu.tr · Last reviewed: 29 October 2026.

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